CONTREBUTIAL

15 September 1977

MEMOPANDUM FOR: Chief, Information Services Staff

FROM

Charles A. Briggs

DDO Information Review Officer

SUBJECT

Appreciation

13.<u>11</u>

- 1. As you know well, on September 19th, I turn over responsibility for release or denial of DDO documents under the Freedom of Information and Privacy Acts. The experience has been both frustrating and challenging, epitomizing the issues in transition from a totally classified past to a new intelligence environment yet to be defined. The tension in law between protection of sources and methods and more open government was apparent, daily, to those involved; good case law was made as we sought to adhere to both principles and to regain, through this process, some credibility for the Agency.
- 2. I've tried in the past to convey my appreciation for the truly magnificent support I got from what is now the Privacy and Information Action Group, through recommendations for the Unit Citation subsequently awarded by the DCI, through QSI's and promotions, and through personal comment. All have worked long hard hours and all, those now in PIAG and those who have left, deserve credit for their professional efforts in this arena; I want to express my thanks to you for the assistance your people gave to me as the DDO Information Review Officer.
- 3. At the risk of being unfair to some who are more recent arrivals, I want to express particular and very personal thanks to Win Brown, Cis Cass, Lou Dube, Mary Felton, Doris LeBaron, Fred McCann, Karen Rice, Helen Stilson, Jon Wolfe and Mack Wood.
- 4. My debt to Fred Randall has been made a matter of record on several occasions. Let me just note here that any supervisor who has had the kind of qualitative backing that those two gentlemen gave me is fortunate indeed.

For OPF, Randall, Frederick

Commission of

- 5. In addition to the PIAG crowd, Paul Haefner's people have had the endless and repetitive job of searching the CHAOS files and helping me deal with that most sensitive aspect of past history. Please express my thanks to them and, most particularly, to Paul himself.
- 6. Finally, let me make special note of the contributions from Joe Gigliotti and the retired officers handling the OSS records requests. Their particular expertise was a welcome addition to the staff support received.
- 7. I'm sure all will give Bob Owen, in his new role, the same high quality support that they gave to me. To state the obvious, although the win record is quite good, the race is still on.

Charles A. Briggs

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12 February 1976

MEMORANDUM FOR: Chairman, DDO Evaluation Board

THROUGH:

C/CNG

SUBJECT:

Promotion Recommendation - Frederick C. Randall to GS-15

1. This memorandum constitutes a formal recommendation that Fred Randall, GS-14/8, now Chief of the DDO Privacy Information (DDO/PIC) unit in Services Staff, be promoted to GS-15. The position calls for that grade.

- 2. Mr. Randall is 49 years of age; entered on duty in CIA in September 1951 as a GS-7 assigned to OSO/FDZ. He is married; has four children, served briefly in the Air Force (1945-46); has an AB in Government, an AM in Foreign Affairs, and was a PhD candidate in International Relations. His Agency service was in FE from 1953 to 1965, including overseas tours in Djakarta and Tokyo; in DOD/FRD from 1965 to March 1975, including 2 years in the DC field office; his current assignment dates from 16 March 75. His date of grade is June 1967.
- 3. The specifics of Mr. Randall's current assignment and all the superlatives about it I have just recounted in a fitness report which I prepared today, as well as in a QSI recommendation (approved) of October 1975 and an out-of-cycle promotion recommendation dated 8 August 1975. I rate his performance Outstanding and refer the reader(s) to the reports cited for details. I would note here that Mr. Randall changed his home base and functional category in November of 1975 and was rated number 1 of 4 Category C nominees from this Staff by all four members of the SS Panel. I would note further that when I submitted my August 75 out-of-cycle promotion recommendation, Mr. Randall's career designation was R/OG; given his personal circumstances the DDO suggested that Randall change his career designation to become more competitive "and have an excellent chance on the next go round." The QSI suggestion then resulted.
- 4. As the individual responsible for releasing or denying thousands of DDO documents in response to FOIA requests, and subsequently answering for DDO decisions in affidavits and court depositions, I know how well Fred does his work and how richly he deserves this promotion to GS-15.

Charles A. Briggs Chief, Services Staff

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S-E-C-R-E-T

FR 73-228 . 6 Júli 1973

MEMORANDUM FOR: Deputy Director for Operations -

SUBJECT

Appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division

- 1. The appointment of Mr. Frederick C. Randall as Chief, Branch III, Foreign Resources Division, effective on or about 11 June 1973, is recommended.
- 2. Mr. Randall has been an employee of the Agency since September 1951 and is presently assigned to Branch II, Foreign Resources Division, as the Desk Officer in support of Los Angeles and San Francisco Bases. A copy of his biographic profile and the last two fitness reports are attached.

Walter L. O'Brien Chief

Foreign Resources Division

Attachments:

1. Biographic Profile (Parts 1 and 2)

2. Fitness Reports (2)

The recommendation in paragraph 1 is APPROVED:

Deputy Director for Operations

18 July 197

(Date

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5-E-C-A-E-T

CONFIDENTIAL

8 August 1975

MEMORANDUM FOR: Deputy Director for Operations

SUBJECT:

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Out-of-Sequence Promotion Recommendation:

Fred Randall

1. We've spoken of the need to look further at both Agency and DDO implications of the Freedom of Information Act and, now, the Privacy Act, including the increased number of appeals and litigation cases, and of the logic of collecting a coterie of deponents or affiants to take some of the load off of both you and me. The grade level of the appeals officers and the deponents must include 14's and 15's, to incorporate the necessary clout with the divisions and judgment vis-a-vis release of information to the outside world.

- 2. Fred is a GS-14/7. He had just come to me at the time of the last GS-15 panel exercise and had not been recommended for promotion by FRD. I consider his performance over the past 6 months to have been Outstanding. He is head and shoulders above the other directorates' FIOs; I have considerable laudatory testimony from OCC, OLC, O/DDA and within the DDO as to his professionalism, tact, persuasiveness, analytic skills and realistic, while tough-minded, protection of DDO sources and methods. This includes occasional arm-wrestling with DDO branch/division/staff chiefs, OCC and OLC lawyers, FBI contacts and others above his current grade level.
- 3. I have discussed this proposed out-of-cycle promotion recommendation to GS-15 with Ev, who, in turn, has mentioned it to Gordon. The return signals I got sounded positive.
- 4. I do, therefore, recommend that you approve Fred's promotion to GS-15, effective as soon as the action can be cut.

/s/ Charles A. Brings

Charles A. Briggs Chief, Services Staff

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17 NOV 375

MEMORANDUM FOR: Frederick Randall

SUBJECT : Quality Step Increase

- 1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of superior sustained performance and reflects great credit on you and the job you have been doing.
- 2. I am confident that your future performance will be of continuing high quality.

With personal best wishes,

William E. Nelson
Deputy Director for Operations

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NEMORANDUM FOR: Frederick Randall

SUBJECT .

i Acknowledgment of Evaluation Board Career Category

REFERENCE

Evaluation Board Precepts for Your Grade

1. Based upon an examination of your assignments and duties, and after considering likely future assignments, you have been placed in the following career category for Evaluation Board purposes. Precise definitions of the categories are contained in the Evaluation Board precepts for your grade.

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CATEGORY	•

- 2. If you believe that you have not been placed in the correct category because the substantive content of your job more closely approximates another category or because you have made a permanent change of career track; please take the matter up through your command channel to secure the concurrence of your Home Base component to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Naragement Group.
- A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 4. Please sign and date this notification in the space provided and return it to your Home Base component through command channels.

ACKNOMIEDGED:

AMARIEL P. Landall

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MEMORANDUM FOR: Chairman, Clandestine Services

Career Service, Section A

SUBJECT

Frederick C. RANDALL, Recommendation for Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 40 years old and began his Agency career in 1951. He has been a GS-13 since 1958. He entered on duty at the Washington Base (then Washington Station) in August 1965.

2. Subject is responsible for Washington Base	•
operational activity directed against FE Division to	argets.
He replaced one GS-14 officer and one GS-13 officer	
shared this responsibility before Subject's arrival.	
Since Subject's EOD at the Base, the tempo and quali	
operations against FE targets has increased greatly.	During
the period before 196	66,
	iled
by Subject (WUSHARK and WUFLY) made significant cont	
to WOFACT assessments of Indonesian events. Reports	
recent months continues to be useful to Diakarta and	
	the
point of being willing	to cover
FE targets there. Subject has an encyclopedic knowl	
of Asian history and current events, and his handlin	
excellent sophistication, per	
and maturity. He has been systematic in his exploit	
of the total capabilities	and
has not been content to limit himself to procurement	<u> </u>
positive or operational intelligence from	
countries. At the request of the offic	
Subject has guided WUFLY) into a	CTORR
the has expressed its appreciation for Subject's	Dro-
fossional handling of this and other eases in which	

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mind and	lved on its b a healthy sce tuation. His	pticism at all	stages of	any opera-
case is c	ited by way o	f demonstratio	on of his wi	11ingness
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<u>has resul</u>	ted in Agency			•

are extremely difficult. Subject is officially registered in the

3. An examination of Subject's file shows that he has been recommended for promotion to GS-14 a total of seven times (four by FE Division and, with this request, three times by DO Division). Aside from the fact that he is definitely performing at the GS-14 level, we believe this to be an important factor to be considered in the present promotion request.

RUDOLPH E. GOMEZ

COB, WASHINGTON

APPROVAL RECOMMENDED

14 March 1967

MEHORANDUM FOR: Mr. Proderick Randell

SUBJECT: Notification of Designation as a Participent in the Organization Retirement and Disability System

Recent correspondence on the above subject informed you that I had determined that you met the criteria specified in the applicable regulation for designation as a participant in the Organization Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, you designation as a participant was made effective 12 March 1967.

/s/ Director of Personnel D-21 SECRET

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MEMORANDUM FOR:

Chairman, Clandestine Services

Career Service, Section A

SUBJECT

Frederick C. RANDALL, Recommendation

for Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is in Step 6 of his grade and has been a GS-13 since 1958. He entered on duty at the US Station in August 1965. A current Fitness Report is attached.

2. Subject's file indicates that he has been recommended for promotion five times: four times by his superiors in FE Division when he served in Japan, and once by the US Station in February 1966. While realizing that the 13 to 14 jump is traditionally difficult we feel that Subject's performance over the past year, when coupled with a consistently high calibre of work in previous years, deserves much-belated recognition in the form of a promotion. He continues to be responsible for the US Station's efforts to exploit the Far Eastern target, and his years of overseas experience against this target have been reflected in a realistic and imaginative approach to operations in

His operational activity has required the handling of persons of varied nationality and stature, close contact with Headquarters representatives, liaison with the Washington Field Office of the FBI, and liaison with the US Air Force. His performance has been uniformly "Strong" and his handling of the HASHARK case has been outstanding. HASHARK, an has been a contact of the Agency for years, but it was not until his arrival in Washington and his handling by Subject that he began to produce solid intelligence on his own country. Subject's work on this case has received a well-deserved commendation from Headquarters.

SERRET



Subject's excellent relations with colleagues in FE Division have been of considerable value in helping the Station to adjust its operational activity in the FE field to current and changing requirements. He has clearly been performing at the GS-14 level for some time and we urge that this promotion request be favorably considered at the earliest possible meeting of your panel.

JOSEPH BULIK ACOS/US

APPROVAL RECOMMENDED

A Chief, DO Division

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14 FEB 1966

MEMORANDUM FOR: Chairman, Clandestine Services Career Service,

Section A.

SUBJECT

Frederick C. RANDALL - Recommendation for

Promotion to GS-14

1. It is recommended that Frederick C. Randall be promoted from GS-13 to GS-14. Subject is 39 years old and began his Agency career in 1951 as a GS-7. He has been a GS-13 since 1958. He entered on duty at the US Station in August 1965. A current Fitness Report is attached.

2. As the attached Fitness Report indicates, Subject is a real plus for the US Station's efforts

has already resulted in a much more realistic approach to local FE targets than was the case before his arrival. In addition to the professional competence and area knowledge which Subject brings to his present position, he has an imaginative approach to operational problems and a high enthusiasm for his work. His excellent relations with colleagues within FE Division have been of conciderable value in helping the Station adjust its operational activity in the FE field to current requirements. One final—and strong—factor arguing for his presention to GS-14 at this time: he has been in grade eight years and has been recommended for promotion four times by previous supervisors when he was on FE Division rolls.

Hurry A Rositzke Chief of Station, U.S.

APPROVAL RECOMMENDED:

C. Tracy Barnes, Chief, DO Division

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22 March 1965

MEMORANDUM FOR: FE Career Management Committee

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked a primarily for Indonesian and Japanese affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1953. He has been recommended three times for promotion to GS 14 since September 1963. Mr. Randall is 33 years old.

2. Mr. Randoll's primary duty a PBRAMPART responsibilities. The highly important to all PBRAMPART	ne responsibilities are broad and
Through Mr. Randall's intensive effe	
Agency's role in the coordination of	
has been able to get a positive putter	
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These procedures are now emulated	
	d patience, based on solid operational
Phild and Roudquarters' experience,	
for the Agency in the PBRAMPART (
stated that the vast improvement in the	he toes coordination business has
been in large part due to Mr. Rondall	ha good work. Eurther, ha a super-
visor and a manager Mr. Rondall has	quite successfully handled from
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I Because Mr. Run ball's to at residence at the Tekyo Section, be had been true to the best about the two and enoughtly to express on a variety of tooks to or even on the for Section Prints of the Prints of the End of the Contract of the Section Prints of the End of the Contract of the Section Prints of the End of the

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responsibilities. In the most recent recommendation, Chief of Station, Tokyo emphasized that Mr. Randoll's performance was characterized by exceptional proficiency in all respects of his assigned duties, and, therefore, endorsed his previous recommendation, and atrongly recommended Mr. Randall's promotion to GS-14 at an early date.

- 4. In the most recent fitness report on Mr. Randall, he was rated over-all "Strong" and was given "Outstanding" for the Specific Duty Number One, "PBRAMPART Officer." In the narrative comment on Mr. Randall's performance the rating officer characterized Mr. Randall as empable, "mattle, and as having a fine career potential. Further, the rating officer stated that "because of his sound operational background, presence of mind, forceful reasoning, and the consideration therefore helds for him. Mr. Randall has been able to play a prime part in our excellent PBRAMPART posture." The Chief of Station, in commenting on the rating officer's fit ress report on Mr. Randall, heartly concurred with the rating officer's description of Mr. Randall's performance and described Mr. Randall's contribution to the Station as being of the highest caliber.
- 5. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randa'l's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tokyo Station and Mr. Randall for effecting certain improvements of what was already a rather efficient econfination process. Mr. Randall's job is not always a happy one because he would rather be more active in clardestine operational activities; however, if Tokyo Station had a less experienced end less competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Clarace W. Edwards (Wei, FIRIKO

23 March 1964

MEMORANDUM FOR: FE Career Management Committee

BUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

1. Since Mr. Frederick C. Randall joined the Agency in September 1951, he has served in Headquarters and the Field, where he worked primarily on Indonesian and Japanece affairs. He is currently assigned to Tokyo Station. Mr. Randall has been in grade as a GS-13 since September 1953. He has twice been recommended for promotion to GS-14, oace in September 1963 and again in February 1964. Mr. Randall is 37 years old.

2. Mr. Rendall's primary duty at the Tokyo Station is Station	
PBRAMPART responsibilities. These responsibilities are broad and	
highly important to all PBRAMPART relations throughout the Far Eas	st.
Through Mr. Rendall's intensive effort to strengthen and increase the	
Agency's role in the coordination of clandestine collection activities,	he
has been able to set a positive pattern of effective procedures for coor	r-
dination of the landestine collection operations, I	These
procedures are now being emulated wherever possible throughout the	Far
East, Mr. Randall's tenacity and patience, based on solid operational	1 .
Field and Readquarters experience, have worked to a distinct advantage	្រុម
for the Agency in the PBRAMPART field. Chief of Station. Tokyo, ha	ħ
slated that the vast improvement in the local coordination business has	ta .
been to large part due to Mr. Randall's good work. Further, as a sup	er-
vicor and a manager Mr. Randall has quite successfully handled from	
endordinates in such diverse functions as Central Registry, local	
establishment, Assay participation in a multi-agency Cl Repositi	nry,
and an Agescy-run	

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- 3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his adaptability and capability to carry out a variety of tasks in an exemplary manner. In a previous recommendation, Chief of Station, Tokyo, described Mr. Randall as an officer capable of assuming greater responsibilities. In the most recent recommendation, Chief of Station, Tokyo, emphasized that Mr. Randall's performance was characterized by exceptional proficiency in all respects of his assigned duties and, therefore, endorsed his previous recommendation, and strongly recommended Mr. Randall's promotion to GS-14 at an early date.
- 4. In endorsing the recommendation of Chief of Station, Tokyo, I wish to add that, from my personal knowledge of Mr. Randali's performance, he is a thoroughly reliable and competent case officer. In watching the PBRAMPART activities during the past year, I strongly commend Tokyo Station and Mr. Randali for effecting certain improvements of what was already a rather efficient coordination process. Mr. Randall's job is not always a happy one because he would rather be more active in clandesline operational activities; however, if Tokyo Station had a less experienced and competent officer handling the PBRAMPART coordination activities, this particularly important area of our responsibilities would certainly suffer. For this and the reasons set forth above, Mr. Randall's performance deserves recognition by a promotion to GS-14 at this time.

Olavine M. Edwall

Clarence W. Edwards Chief, FE/JKO DISPARCES PROCESSING

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- & FIFT-18768, Gold 20 Appen 1833
- B. 1972-2260, dated 10 January 1984
- L i wish to endorse my swriter recommendation that Rugh W. FILDERMAN be presented from CS-V to CS-14. Reference A discusses in detail FILDERMAN's respectfulfiles at the Y-kyo Station and Utile more can be added to what has allowed been suid.
- 2. Filderian's Piness Report for the reporting period ending all December 1863 which was forwarded with reference 2, emphasises that his performed to characterised by emphasis proficiently in all exposts of the emphasis delices, I therefore strongly resonanced his provention to CS-14 at an early date.

EMEST A. LISHY

19 September 1963

NEMORANDUM FOR: FE Career Management Committee

SUBJECT:

Recommendation for Promotion of Mr. Frederick C. Randall from GS-13 to GS-14

1. Mr. Frederick C. Randall joined the Agency in September 1951 and has served in Headquarters and the Field on Indonesian and Japan affairs. He is currently assigned to Tokyo where he is chief of a section concerned with PBRAMPART and operational support activities. Mr. Randall has been in grade since September 1958 and was recently recommended for promotion to GS-14 by Tokyo Chief of Station.

	i e
2. In handling his primary duty, St	ation PBRAMPART responsibilities
Mr. Randall has set a pattern and estab	
copied throughout FE Division. His wor	rk with his colleague in
Tokyo is excellent and his unassuming p	atience based on solid experience
continues to be a distinct advantage for	the Agency in the PBRAMPART fiel
in Japan. The vast improvement in the	
in large part due to his good work. As a	
quite successfully handled from	subordinates in such diverse
functions as Station Central Registry.	establishment, Agency
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3. In his two years at the Tokyo Station, Mr. Randall has shown himself to be an adeptable officer and has carried out a variety of tasks in an exemplary manner. In his recommendation, Tokyo Chief of Station said Mr. Randall han demonstrated that he is ready to assume greater responsibilities and that a commensurate increase in O3 grade is in order.

Approved by G. Cores Service Front Paragraphic (19)

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4. In view of his performance in Tokyo and demonstrated maturity, motivation, and capacity to serve at the next grade level, I recommend that Mr. Randall be promoted to GS-14.

Politicum Robert Chin Acting Chief, FE/JKO

UNIVERSITY OF MARYLAND

APO 94 SEN FRANCISCO CALIFORNIA TELEPHORES TONYO 203 2711 2271, 2471

SPECE OF THE CIRECTOR

April 1, 1963

Mr. Prederick C. Randall Rox E. APD 94.

Dear Mr. Randall:

We arm pleased to inform you that the processing of your amplication has been completed, and that the Hand of the Letarteent of Government and Publics has approved your application to tests OFF IT, 100, 106, and 108 on a part-time besig in the Far Last Division.

Since you have taught and are familiar with our proceedures, we will spare you a repatition of the details. If we can be of essimance to you, please write and we will do not heat to fulfill your request.

Fary good wishes.

Sincerely yours,

Joseph &. Delia. Associate Mesosar

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APPLICATION FOR MEMBERSHIP in the CAREER STAFF of the CENTRAL INTELLIGENCE AGENCY

To the Director of Central Intelligence

I submit herewith my application for membership in the Career Staff of the Central Intelligence Agency as defined below:

"The Career Staff of the Central Intelligence Agency is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Agency, and who intend to make a career with the Agency."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Central Intelligence Agency, and I accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Central Intelligence Agency. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Agency, and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Central Intelligence Agency.

MEMBERSHIP IN THE CAREER STAFF OF THE CENTRAL INTELLIGENCE AGENCY APPROVED, TO TAKE EFFECT 19 CEP 1354

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE.

EXECUTIVE DISECTOR

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22 June 1955

MEMORANDUM FOR: FE/P-received

SUBJECT:

Promotion of RANDALL, Prederick C.

- 1. Nr. Randall assumed his present duties as FI operations officer for Indonesia on 26 May 1954. Prior to that time he served as Chief, CE Unit, FE/S.
- 2. Mr. Randall has performed his duties as FI officer for Indonesia in an extremely satisfactory manner. The monthly letter of the Senior Representative to the Director has, without exception, stated that Headquarters support of the Diakarta Station has been efficient. Mr. Randall's performance is characterized by a high degree of industry and thoroughness. He has been described as one of those individuals to whom a supervisor can assign a task, and then turn to other matters with sure confidence that the job will be completed, to the last detail, and on time.
- 3. Mr. Rapdall has demonstrated elearly his growing ability to handle larger responsibilities. His transition from a CE Unit Chief's job to that of FI operations efficer for the Indonesian Unit was been smooth. Once we learns a new technique or procedural method, Mr. Randall can put it into operation without further supervision.
 - 4. Mr. Handwill is strongly recommended for promotion to GS-12.

V. O. GOODELL C: 1-r, FS/5

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(When filled in)

PERSONNEL DATA SHRET

HAG: Frederick C. Randall

DATE: 23 May 1955

Washington, D. C. STATION AND JUFFES: Intell Off (FI)

DD/P UNIT: FE/S

PRIMARY CARRER DESIGNATION: SD:FI

PRESTER GRADE: 03-11 PROPOSED GRAVE: GS-12 CIA TRAININGS

PRESENT T/O SLOT BUMBER AND GRADE:

Audio Surveillance

PERCAPION:

University of Omaha - BA George Washington University MA

LANGUAGE PROFICIENCY:

Spanish, slight

ASSES SED:

DATE:

TYPE OF POSITION: RESULTS

EXPYRIENCE PRIOR TO CIA (excluding SSU-OSS):

19th - 19th USAF Hessage Center Chief

1948 - 1950 Processed Foods Manufacturers Manufacturers! Representative

SURVARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES; SOD CIA Oct 1951 - Jan 1953 Counterespionage Officer (GS-9 - Jan 1953) Jan 1953 - Dec. 1953 Intell Officer(CB) GS-11

Dec 1953 - June 1954 June 1954 to present (FI) 0S-11 0S-11

Promoted to GS-11 - 20 Dedember 1953. Intell. Officer (CE)

APPROVED BY 12 CAPSER SERVICE COMMUNTEE

12 JUL 1955

Chief, PE/5

CONCUR ENCRS:

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PERSONNEL DATA SHEET

AND DUTIES: Intel Officer CE DD/F UNIT: FE DESIGNATION: FI PRESENT GRADE: GS_9 PROPOSED GRADE: GS_11 CIA TRAINING: Phase 1,2 and 3; SIC CE PROPOSED T/O SLOT NUMBER AND GRADE: GS_12 PROPOSED T/O SLOT NUMBER AND GRADE: GS_13 EDUCATION: BA - University of Omiha MA - George Washington University ANGUAGE PROFICIENCY: Spanish slight ASSESSED: DATE: TYPE OF POSITION: RESULTS: EXPERIENCE PRIOR TO CIA (excluding SSU-OSS): 1944-1946 USAF Measare Center Chief 1948-1950 Processed Foods Manufacturers Manufacturers' Representative UNMARY OF CIA-SSU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES: Oct 1951 to present - Counterespionage Officer (GS_9 - Jan 1953) ECCOMMENDED BY: CONCURRENCES: OCCUMENDED BY: CONCURRENCES:	STATION Was	hington, D. G.		PRIMARY CAR	Sicr
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ENTRANCE ON DUTY NOTICE

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Personnel Officer

Processing for entrance on duty of _Frederick-Crawford

Titelligence assistant

(title, grade, and entrance salary)

has been completed and the applicant meets all standards for full employment with CIA. Signed clearance for entrance on duty has been received from Inspection and Security and made a part of the personnel file of this individual. Effective this date he/sho is assigned to duty with your office.

POSTED

(Signed)

FRANK G. JAHEKA

FORM #0. 37-114

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CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

10 August 1951

Mr. Proderick c. Randell

Paryland

Dear Mr. Randoll:

This is to advise that processing is continuing on your application for employment with this organization.

We regret to inform you that the processing is taking longer than originally anticipated, but as soon as final processing is completed, you will be notified immediately.

Thank you for your continued interest and patience.

Very truly yours,

JOSKIWE. REPP Personnel Division

7.32

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

28 June 1951.

Mr. Prederick G. Randall

Maryland

Dear Fr. Rundell:

In reference to your application for employment, this letter is to assure you that the processing of your perers as a (B), \$ per annum is being continued by this agency. A definite offer of employment cannot be made, however, until such time as all processing has been completed.

The processing is a rather lengthy one; but when further information is available, we shall get in touch with you immediately.

In the meantime, it would be appreciated if you would advise us of any change in your present status, such as change of address, etc.

Your continued interest and patience are appreciated.

Very truly yours,

JOSEPH S. REFF Personnel Division

CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

29 May 1951 In reply refer to ED-4

kr. Frederick C. Eandell

Md

Dear Mr. Randell:

This is to advise that actual processing of your application for employment with this Agency has been initiated. Specific details as to the type of appointment and salary will be contained in subsequent correspondence. Please direct all future correspondence to the undersigned.

If applicable, the attached form should be completed and returned within two weeks. Thank you for your prompt attention to this matter.

Very truly yours,

JOIEFH S. AEFF Personnel Division

Enclosure 2 37-82

CONFIDENTIAL

REPORT OF INTERVIEW

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Agency, by reason of the sensitive nature of its work, must observe very strict security measures. I agree to honor the requests of CIA relative to my application whether it be accepted or rejected. I agree not to inform anyone that I am being considered for a position in CIA. If questioned directly, I will say that I have applied for positions in various government agencies, and if pressed for an answer will acknowledge that CIA is one of them but will attach no particular significance to such application. I agree not to disclose personnel procedures I have observed in CIA. I agree not to discuss by name or otherwise, any individuals with whom I have talked in the course of my application to CIA.

Signed: Frederich (Romsalf Dato: April 26, 1951

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THIS OFFICIAL PERSONNEL FOLDER IS ESTABLISHED, MAINTAINED AND CONTROLLED BY THE OFFICE OF PERSONNEL PURSUANT TO REGULATION 20-800.

The following instructions have been established to govern use of this Official Personnel Folders

- 1. Folder will be HAND-CARRIED or transmitted by SPECIAL MESSENGER only.
- Folder is security classified SECRET. In addition, the folder must be treated with strict regard for the PERSONAL and CONFIDENTIAL material concerning the employee.
- 3. Folder may be shown to employee covered ONLY UPON REQUEST TO and UNDER SUPERVISION of the Director of Personnel.
- Material will be ADDED TO FOLDER ONLY by the Office of Personnel. Place any material to be incorporated in an envelope and attach to inside of folder (left-hand side).
- 5. Folder will be loaned only to AUTHORIZED Officials.
 - Folder MUST be returned to the Office of Personnel as soon as the need for it has been served. However, in no case will an individual loan of longer than 10 working days be authorized.

TO TRANSFER FOLDER TO ANOTHER AUTHORIZED OFFICIAL'S CUSTODY

Remove from this envelope ONE copy of Form 198a, Certified Report of Transfer, COM-PLETE and FORWARD in a SEALED envelope to Personnel Files, Wing 1-H, Curle Hall, Folder remains charged to YOU unless a valid Form 198a is forwarded. ANY questions concerning the loan, release and transfer of this folder will be referred to Extension 4321.

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE CROER 11883 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED 8 OCTOBER 1962.**

EFFECTIVE DATE OF PAY ADJUSTMENT: 12 OCTOBER 1975

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RANDALL FREDERICK 012170 53 050 V GS 14 7 \$32,231

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5. U.S.C. AND EXECUTIVE ORDER 11811 PURSUANT TO AUTHORITY OF DOI AS PHOVICED IN THE CIA ACT OF 1945. AS AMENOED, AND DOI DIRECTIVE DATED OB OCTOBER 1962.*

EFFECTIVE DATE OF PAY ADJUSTMENT: 13 CCTCBER 1974

NAME SERIAL CRON. FUNES CR-STEP SALARY
RANDALL FREDERICK 012170 43 300 V GS 14 7 \$30,699

FOR PURPOSES OF THE FAIR LABOR STANDARDS ACT, AS AMENDED. YOU ARE CESIGNATED EXEMPI.

EFFECTIVE DATE OF DESIGNATION: 01 MAY 1974.

RANDALL FREDERICK

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MPAY ADJUSTMENT IN ACCORDANCE WITH THE PROVISIONS OF SECTION 5305 OF TITLE 5, U.S.C. AND EXECUTIVE ORDER 11739 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND DCI DIRECTIVE DATED OF OCTUBER 1962.**

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 OCTCBER 1973

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EFFECTIVE NATE OF PAY ADJUSTMENTS 9 JAMUSEY 1972

012170 43 250

*PAY ACJUSTMENT IN ACCURCANCE WITH 5 U.S.C. 5305 AND EXECUTIVE ORDER 11691 PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949. AS AMENDED, AND UCI DIRECTIVE DATED OF BCTCBER 1962."

EFFECTIVE DATE OF PAY ACJUSTPENTS OF JAMBARY 1973

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"PAY ADJUSTMENT IN ACCORDANCE WITH SELARY SCHEDULES OF PL-91-636 AND EXECUTIVE ORDER 11576 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, AS AMENDED, AND A DET STRECTIVE DATED 8 DETDER 1962"

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EFFECTIVE DATE OF PAY ADJUSTMENTS 28 DECEMBER 1969

NAME SERIAL ORGN, FUNDS GR-STEP SALARY
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EFFECTIVE DATE OF PAY ADJUSTMENT! 14 JULY 1968

NAME SERIAL GROW, FUNDS GR-STEP SALERY SALERY
RANGALL FREDERICK G12170 43 300 CF G5 16 6 £17,425 \$18,541

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PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 90-206 PURSUANT TO AUTHORITY OF DCI AS PROVICED IN THE CIA ACT OF 1949, AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENTS & CCTCBER 1967

NAME SERIAL OPGN. FUNDS GRASTEP SALARY SALARI
RANDALL FRECERICA 012170 43 500 CF SS 14 4 \$16,675 \$17,429

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NOTIFICATION OF PERSONNEL ACTION **OCF** 1. SECIAL NUMBER 2. HAME (LAST-FIRST-BIDDLE) 012170 RANDALL FREDERICK 2. HATURE OF PERSONNEL ACTION 4. EFFECTIVE DATE 5 CATEGORY OF EMPLOYMENT 07 | 27 | 65 REGULAR REASSIGNMENT 7. COST CENTER NO. CHARGEABLE B. CSC OR OTHER LEGAL AUTHORITY W .10 W W 10 CF PUNDS CF 10 W CF TO CF E. ORGANIZATIONAL DESIGNATIONS 10. LOCATION OF-OFFICIAL STATION DOP/DOD US FIELD UNITED STATES STATION NON-ORBIT OPERATIONS GROUP WASH., D.C. 11. POSITION TITLE 12 POSITION MUMBER 13. SERVICE DESIGNATION OPS OFFICER D 15 OCCUPATIONAL SERIES 14. CLASSIFICATION SCHEDULE (GS, EB, elc.) 14. GRADE AND STEP 17. SALARY OR RATE 14175 13 6 GS 0136.01 18. REMARKS SPACE BELOW FOR EXCLUSIVE USE OF THE OFFICE OF PERSONNEL 24. Hegris | 25 DATE OF BIETH 26. DATE OF STADE 19 ACTION 20. Employ 21. 27 STATION 23 INTEGREE OFFICE CODINS 27 DATE OF LET 37 43620 DOD 75013 10 | 28 | 26 10 22. CORRECTION/CANCELCATION DATA
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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-504 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE CIA ACT OF 1949, "AS AMENDED, AND A-DCI DIRECTIVE DATED 8 OCTOBER 1962,"

. EFFECTIVE DAYE OF PAY ADJUSTMENT! 3 JULY 1966

NAME

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RANDALL FREDERICK

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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND FOLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

			•		k .					
			Per A	nnum	Rates	and	Steps			
GRADE -	1	2	3	4	5	6	7 .	8_	9	10
GS- 1	\$3,385	\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680		3,930	4,055	4,180	4,305	4,430			4,805
GS- 3	4,005	4,140	4,275	4,410	4,545	4,680		4,950		5,220
GS- 4	4,430	4,630	4,780	4,930	5,080	5,230	5,380			5,830
GS- 5	5.000	5,165	5,330	5,495	5,660	5,825		6,155		6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800		7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050		7,450	7,650	7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170		8,610
GS- 9	7,220	7,465	7,710	7.955	8,200	8,445		8,935	9,180	0,425
GS-10	7,900	8,170	8.440	8,710		9,250	0,520	9,790	10,060	10,330
GS-11	8,650	8,945	9,240	9,535	9,830	10,125	10,420	10,715	11,010	11,303
GS-12	10,250	10,605	10.960	11,315	11,670	12,025	12,330	15,132,	13,090	13,445
GS-13	12,075	12,495	12,915	13,335	13,755	14,175	14,595	15,015	15,435	10,800
GS_14	14 1701	14 8601	15.1501	15.6403	16.1300	15.620	17.1101	17.000	18,090	10,000
GS-15	16,460	17,030	17,600	18,170	18,740	19.310	19,880;	20,450	21,020	21,500
GS-16	18.935	19,590	20,245	20,900	21,555	22,210	22,865	23,520 _;	24,175	• • • • •
		22,195	22,945	23,695	24,445					
GS-18	24,500									

14 ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA- 87-793 AND OCT MEMORANDUM DATED 1 AUGUST 1956, SALARY IS ADJUSTED AS FOLLOWS, EFFECTIVE 5 JANUARY 1964.

NAME SERIAL ORGN FUNDS GROST BALARY SALARY
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IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LA #7 1 79% AND DOL MEHORANDUM CATED 1 AUGUST 1986 . SALARY IS ADJUSTED AS ECLLOWS. EFFECTIVE 14 OCTOBER 1762

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RANDALL FREDERICK STRITZ SASED OF 13 3 MINES 13 3 MINES

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IN ACCORDANCE WITH THE PROVISIONS OF P. L. 86-568 AND DCI MEMO DATED 1 AUGUST 1956. SALARY IS ADJUSTED AS FOLLOWS EFFECTIVE 10 JULY 1960.

SD NAME SERIAL ORGN GR-ST OLD SALARY NEW SALARY
DI RANDALL FREDERICK 112170 51 26 GS-13 Z \$10,130 \$10,895

/S/ EMMETT D. ECHOLS
DIRECTOR OF PERSONNEL

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SECRET NOTIFICATION OF PERSONNEL ACTION 10 APRIL 59 2. Name (Last-First-Middle) None-0 5 Pt-1 10 Pt-2 Mo. Da. Yr. 10 51 RANDALL FREDERICK 8. CSC Retmt. 9. CSC Or Other Legal Authority LCD 10. Apmt. Alfidav. 11. FEGLI 12. Ma Da. Mo. 09 Da. 10 51 12 50 PREVIOUS ASSIGNMENT 14. Organizational Designations 15. Location Of Official Station Station Code DOP FE FE MIA INDONESIA, INDONESIA SECTION 5175 < WASH., D. C. 16. Dept. - Field 117 Position Title Dept - 1 USIId - 3 AREA OPS OFF CH Fran - 5 21. Grade & Step 06 22. Salary Or Rate 7150 \$ 9890 24 Date Of Scade 25. PS Due 126. Appropriation Number 33, 88, 60 DI 13 1 **ACTION** 27. Nature Of Action St. Elf Doin Code 30. Separation Data Mo. Du. 01 CONVERSION STATUS 03 | 21 | 59 REGULAR PRESENT ASSIGNMENT 31. Organizational Casignations 32. Location Of Official Station Station Code DOP TE FE MIA INDONESIA AUST 5175 WASH .. D. C. INDONESIA SECTION 33. Dept - Field 34, Postson Title Dept - 1 Code USIId - 3 12 AREA OPS O 35, Position No. 36. Sarv. 37. Occup. Sories GS 0136.01 AREA OPS OFF SH 10 Q. Dato Of Grado 42 43. Appropriation Number 58 03 05 DI 13 1 44. komaris

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SUCRET NOTIFICATION OF PERSONNEL ACTION ARE:10 NOV 1958 " 3. Dute Of Birth 4. Vot. Pref. 5. Sex 1. Serial No. 2. Name (Last-First-Middle) None-0 | Code 5 Pt-1 10 Pt-2 1 Mo. Da. Yr. Mo. | Da. | Yr. 10 28 26 09 10 51 RANDALL FREDERICK SCD 8 CSC Rotmt. 19. CSC Or Other Loyal Authority 10 April: Affidav. 11. FEGLI 12. LCD 13. green, con Yes-1 Code Ma. Da. No-2 na 10 Yos - 1 Code No - 2 2 12 27 50 No 2 Mo. Do. 09 10 51 PREVIOUS ASSIGNMENT Code 3. Location Of Official Station 14. Organizational Designations Station Code DOP FE -- AUST.-FE M IA INDONESIA-INDONESIA SECTION WASH., D. C. 10. Dept. - Field 17 Position little Code 1.0. FI GS 0136.51 1 24. Data (1 Gorda 25. 151 Duo V. Mo. Ug. P1. Grade & Step 06 22. Salary Or Rate 7150 \$ 9890 23. SD Vg. Appropriation Number Ms. Da. Yr. Mo. Va. Yr. 09 | 07 | 58 | 03 | 06 | 69 13 1 DI **ACTION** 27. Nature Of Action 88 Iff. Date 29. Type QI Employed Code 30. Separation Data Mo. Da. 11 | 10 | 58 OM REASSIGNMENT 56 REGULAR PRESENT ASSIGNMENT 31. Organizational Designations Code 32. Location Of Official Station Station Code DOP FE FE MIA INDOMESTA INDONESTA SECTION MASH 5175 D. C. 33 Dept - Field 34. Position Nels J35. Position No. 36. Sarvi 37. Occup. Sarios USII.1 - 3 0136.01 AREA OPS OF CH 1 From . 5 3th Grade & Stop 06 39. Salam Or kata 7150 \$ 3850 41 Date Of Granty 42 PSI Up6 Nºa Da. yr. Mo. Ba. Yr. UR 107 AB 03 106 169 ¥2. SU 43. Appropriation Number 13 1 44 Franks र्वस्थाः ।।5३७

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SECRET NOTIFICATION OF PERSONNEL ACTION MCM 5 SERT 58 3. Date Of Birth 4. Vet. Pref. 1. Serial No. 2. Name (Last:First-Middle) Mo. Da. Yr. 26 Ma. 10 RANDALL FREDERICK 512170 SCD 10 Apmt Affidan, 11, FEGLI 18. 8. CSC Fatmit. 19. CSC Or Other Legal Authority 193 Yos . 1 Code No - 2 1 Mo. | Da. Yes.1 Code No-8 Da. 09 51 12 27 50 PREVIOUS ASSIGNMENT 14. Organizational Designations 36. Location Of Official Station Sunon Code BRANCH 5 INDONESIA DJAKARTA STATJON FI CI BRANCH DJAKARTA, INDONESIA 16. Dept. - Held 17. Position Tide 18. Perpron N 10 Sonv 90. Occup Sories Code 5 GS 0136.51 1.0. 21 Grado & Step 22. Salar, Or Rate 06 7150 12 3 5 6610 Mo. Da. Yr. Mo. Da. 23. SD So: Appropriation Number ACTION 27. Nature Of Action 98. Fil. Date Code 30. Separation Date Mo, Da. Yr. OM REGULAR 67 09 | 07 | 58 PROMOTION PRESENT ASSIGNMENT -31. Organizational Designations 39. Location Of Official Station Code Stateon Code DDP FE FE MEA INDONESIA INDONESIA AUST. /WASH., D. C. 5175 31 Dept - Field | 34. Position Tyle 35. Pasition No. 135. Sacr. 137 Cixt UShid : 3 | 1 | 1.0. F1 | 39 Grado 4 Step 39. Salar, Of Rate | 7159 GS 0136.51 43. Appropriation Number 06 . Ma Da. 03/06:60 13 1 44 Paracits 30 C. 1150a SECRET.

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The above basic pay rates are effective 29 July 1956.

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Pr. Frederick C. Randell 10/28/26 PSA 10/13/55
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Civi Service Retirement Deductions
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STANDARD FORM SO (7 PART)

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PROBULATED BY
B. GIVIL SERVICE COMMISSION

SECRET

NOTIFICATION OF	PERSONNE	L ACTION	IVS
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MR. PREDERICK C. RANDALL	28 Oct 1926		3 Nov. 1955
This is to notify you of the following action affecting your employ			
3. HATURE OF ACTION (USE STANDARD TERRIBOLOGY)	6. EFFECTIVE DATE	7. CIVIL SERVICE OR OTHER	LEGAL AUTHORITY
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Director of Personnel		SIGNATURE OF OTHER AUTH	

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REY, APRIL 1983
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U, 4. CIVIL SERVICE COMMISSION
MAPPICE AL. FEDERAL MARGINET, MARKET

CENTRAL INTELLIGENCE AVENCY

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dr. Frederick C. Rundall		26 Oct	1926			2	3 Sep 1955	
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STANDARD FORM SO (8 PART)

SEV APPL 1831

W. S. CIVIL RESPICE COMMISSION
CHAPTER SI, PEDERAL PLANDARE, MANOR



NOTIFICATIO	ON OF PE	ERSONN	EL ACTION	.		
STATE OF STATE BOOK, INTOSE 35, 500 BURN		DATE OF BIRTH	3 JOURNAL ORACTIO			
Hr. Frederick C. Bandall		8 Oct 1926				
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STANDARD FORM 50

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PROMULE ATTE OF

U S CIVIL NEWSCO COMMISSION
COMPILE OF PERSON MARKET

JENTRAL INTELLIGENCE AGEN

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L PREDERICK C. RAPDALL		28 Oot	-1926			26 Hay 1954
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CALL OF THE PARTY.

MEMORANTAM FOR: Frederick C. Randall

SUBJECT Acknowledgment of Evaluation Board Functional Category

REFERENCE Evaluation Board Precepts for Your Grade

1. Based upon an examination of your past assignments and duties, and after considering likely future assignments, you have been placed (subject to your signature below) in the functional category W for Evaluation Board purposes. Precise definitions of this category are contained in the Evaluation Board precepts for your grade. This placement is made in order that your performance, growth potential, and career planning may be judged against officers similarly placed professionally. YOU ARE URGED TO STUDY THE PRECEPTS AND OWNSIDER YOUR OWN CASE CAREFULLY.

- In general, you should consider the following:
 - Categories are sharply defined. Competition is within categories, not between them. Thus, a weak B/OG performance is not strengthened by reclassifying it as B/OS.
 - A change in category after sustained performance in a different category may cause a temporary loss of momentum in your career advancement until you have demonstrated proficiency in your new assignment.
 - A category change should not be initiated for the period of a temporary, training or rotational assignment unless a permanent change of career track will follow.
- 3. If you believe that this is not the correct category for you because the substantive nature of your job more closely approximates another category or because you have made a permanent change of career track, please take the matter up through your command channel to secure the concurrence of your component of assignment or of your home hase component, as appropriate, to a change of your category. Previously assigned and acknowledged categories will remain in effect until a fully executed acknowledgment of change is received by the Career Management Staff.
- 4. Please sign and date this notification in the space provided and return it to your Personnel Evaluation and Management Officer or to your Personnel Officer.

ACKNOWLEDGED:

Signature, or Addressee

Jelman 15, 1979

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SECTION D

NARRATIVE COMMENTS

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I rate Mr. Randall "outstanding" for Duty Number 1 (his principal responsibility) for this period. He had done in exceptional job of supervising, motivating, training and guiding his group in a remorseless and pressure-laden atmosphere, requiring both close attention to detail and constant altertness to broad operational and policy implications. The workload is larger and more complicated than anything I know of handled by any line operational officer with equivalent grade and responsibility. The preceding two fitness reports describe well the nature of the job. It remains only to be noted that Mr. Randall is the perfect man for the job, combining a remarkable match of leadership, operational savvy, legal and policy awareness and, perhaps most important, negotiating ability with both the Agency lawyers and legislative counsels, and the operating divisions in a bizarre situation that completely transcends the DO's need-to-know practices (Top Secret and compartmented, bigotted information must be reviewed) and yet requires the protection of our sources and methods. Dedicated, discreet, smart, and honest, Mr. Randall is very likely one of very few DO officers of his grade who could have handled this job from scratch, done so with virtually flawless output, and created a body of judgments and advice that is trusted, proven and amounts to de facto DO policy on how to protect our secrets.

Mr. Randall also has major planning obligations within MS, serving as a

Mr. Randall also has major planning obligations within IMS, serving as a voting member of the PMC and three times a week with Chief, IMS and other (continued)

SECTION E	CERTIFIC	ATION AND COM	MENTS	
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NARRATIVE COMMENTS - continued

Randall, Frederick

Group chiefs in a broad review of disparate IMS operations: computers, information management planning for the DO and its current services. He is articulate and effective in presenting views from the IMS/FPG vantage, but at this level, I want to see more concern about the people and activities of companion IMS elements, more brainstorming of common problems. He is the least active of the four group chiefs in this area, although he has the inquisitiveness and intellect to contribute importantly in cross-discipline problems. I find no weakness here, but Mr. Randall's contributions here do not measure up comparatively to his exceptional performance in all other areas.

In these other areas, covering duties 3 and 4, Mr. Randall and his group stimulated, staffed out and justified three remarkably successful policy changes: a Presidential statement that sources and methods information need not be classified to be protected; a DCI policy that DO records ipso facto are not releasable (despite an OGC opinion to the contrary), and a policy allowing employees access to their files without going through the FOIA or Privacy Act folderol. While not individual accomplishments by Mr. Randall, they be speak from the leadership and guidance he gave, and they are typical of the kind of case officer professionalism he has and we have needed to help protect agents, operations and officers from exposure. I do think it is sad to have to divert good DO talent to disclosure law problems; but if we must, then Mr. Randall's experience and abilities have counted a great deal in such successes we have had in keeping our secrets.

Mr. Randall's fitness reporting is accurate and fair. Per HR 20-20, it is noted for the record that Mr. Randall displays appropriate concern in equal employment opportunity areas: women comprise more than half of his group. He has three minority officers. Levels of responsibility here are above Agency norm.

REVIEWING OFFICIAL'S COMMENTS - continued

for this experienced supervisor. He has demonstrated his versatility and commitment by doing a job for four years that probably few other DO ops officers/managers would or could do as well as he has. For the good of his morale, the interest of his further development and in the interest of the Directorate, he has carned a change.

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SECTION D

NARRATIVE COMMENTS

Indicate significant strengths or evabnesses demanstrated in current position begging in proper perspective their relationship to overall performance. State suggestions made for improvement of work performance: Over recommendations for training. Comment on foreign language competence, if required for current pushlims. Amplify or explain ratings given in Section C to provide heat basis for determining future personnel action. Manner of performance of managerial or supervisory duries and cost consciousness in the size of personnel, space, equipment and funds, must be commented on it applicable. If each a personnel to complete Section D, attack a photoste sheeted page.

The merger of units which created the Information Services Staff brought Mr. Randall and his staff under my supervision for the first time. Prior to that we had been colleagues in Servicez Staff, whose chief wrote Mr. Randall's Fitness Report. No change in function accompanied the change in organization, however, and the praise contained in those earlier reports could be echoed here.

During 1977, Mr. Randall and his group have continued to render this Directorate outstanding service in an arena where there is little glory but the constant threat of disaster. In the preparation of materials for release under FOIA, the Privacy Act or E.O. 11652, the researcher treads a fine, barely visible line between protection of operational secrets and revelation of material properly releasable under the law. He is denied the easy choice of over-protection because each decision is subject to the scrutiny of the courts, and the Agency's credibility is on the line each time a judge challenges a deletion or the denial of a document. (That credibility is apparently quite high in the courts. We have yet to be reversed in apparently quite high in the courts. We have yet to be reversed in apparently cases on information denied by PIAG on grounds of classification or sources/methods.) The research on which we rely is almost autonomous; reviews of finished cases are necessarily limited and (cont'd)

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NARRATIVE COMMENTS - cont'd

cursory, and from the beginning there has been a high premium on both technical accuracy and sound substantive judgment. As Mr. Randall himself noted in a report on his deputy, we have an enviable record as far as "flaps" are concerned; in a situation fraught with danger of inappropriate release of information we have had only five cases where release has led to embarrassment out of 7,000 "possibles." Mr. Randall, with typical modesty, uses the statistic in praise of others; I choose to use it to praise him. The Group's record to date is nothing short of astonishing, and Mr. Randall can take great pride in his team's accomplishments.

He has built an extremely able and dedicated team, and he is as quick as anyone I know to ascribe to individual members of that team credit for actions, ideas or progress. They respond to his fairness with loyalty and affection, and their morale in the face of constant harrassment and frustration is testimony to his leadership.

New responsibilities for support to the Office of General Counsel were added to PiAG's burdens this year. Mr. Randall opposed the move and argues (and lobbied) intelligently to preclude it, to no avail. It is to his credit that, having urged a different course of action, he set about to ensure that the unpopular new function received the same careful attention which has been the hallmark of PIAG's other work. As a consequence, our OGC-related efforts, which are very demanding and time-consuming, have the PIAG stamp of excellence on them.

Mr. Randall created the system he manages, and continues to seek ways to improve upon it. Our move to an automated index of reviewed and released documents was urged and supported by Mr. Randall, and he has been equally supportive of a new branch chief's efforts to restructure our Initial Review process. He is also quick to see and to comment on the way our efforts affect larger Agency and government equities, and vice versa.

During this year his responsibilities were broadened by the addition of our Declassification Review Branch to his Group, a reflection of our recognition of the inevitable relationship between scheduled declassification and selective declassification and release under FOIA/PA/E.O. 11652. This Branch will shortly be absorbed by the new Records Review Branch of the DDA, but PIAG will continue to be the focal point for policy formulation on declassification of DO records.

NARRATIVE COMMENTS - cont'd

Mr. Randall has expressed to me his concern about what may be viewed as a drop in his rating from my predecessor's "O" to my "S." I have assured him, and assure the reader, that this change signals no diminution in his performance or effectiveness, but rather a personal inclination to use "Outstanding" very rarely. The narrative comments above should clearly attest to that fact that I view Mr. Randall's performance as very strong, bordering on Outstanding. The Agency and the DO have been fortunate to have a man of this caliber in charge of PIAG.

REVIEWING COMMENTS - cont'd

Mr. Randall is one of the key policy makers in this area. His policies have stood the test up to now as our excellent record in the courts attests.

Having said this, it should be noted that Mr. Randall's numerous accomplishments are partly because the job was there to be created. Within the DO he cut the path which is now followed when handling FOIA matters. He has corrected and improved upon that path several times over. Thus, the time is coming for him to be given a change in assignment; an opportunity to use his managerial and supervisory skills elsewhere. He will have been in his present assignment three years in March 1978. One grows stale reviewing, sanitizing and making judgment calls in the FOIA arena day after day. Mr. Randall isn't stale yet but we should not wait until he reaches that stage to give him a new area in which to work.



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FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments

me an unsolicited letter of appreciation for his efforts as their supervisor. We have all felt that one burns out in this kind of thing after about a year and a half; Fred and some of the first people to come aboard are a bit ground down, but, if anything, the quality has improved—witness the fact that we have yet to lose a case in court or to be forced to release a document we thought should be denied.

Adding to the complexity of Fred's life during this period, was increasing involvement in non-FOIA litigation support, (e.g., ITT/Chile, the Socialist Workers Party case, etc.) both to me and to SA/DDO/O. Additional administrative complexity results from my having changed staffs, while being asked to retain the DDO Information Review Officer function. Hence, split daily support to me as well as periodic support to SA/DDO/O, poses a potentially ticklish situation with Fred's organizational supervisor who is Chief, ISS. In fact, Fred walks this tightrope quite well.

Finally, Fred has persistently tried to convince others that there is a critical need for a centralized capability to assess the total Agency impact of decentralized information release, whether to FOIA, congressional, judicial, news media or other non-intelligence requesters. His efforts are about to bear fruit, since this will be an EAG agenda item next month.

Whether it's bringing his professional overseas background to bear on the analysis for release process; protecting sources and methods in the now "open sunshine" context; trying to save resources and ensure efficient procedures; deal effectively and impressively with senior officers in this Agency and others; or supervise a collection of dedicated and hardworking people, firmly but with good humor and understanding, Fred has done an Outstanding job. He will be very hard to replace, and yet, he should move on.

Charles A. Briggs



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Committee

FITNESS REPORT - Frederick C. Randall Section D - Narrative Comments (Cont'd)

professionalism and seems to have been made for it. As I said in a memo last October which resulted in a QSI for him, in spite of the ambiguity of the guidelines, constant pressure of short deadlines, very large volume of work and cultural trauma generated by the Acts, his performance has been Outstanding.

Earlier fitness reports, in a different context, stated or implied some reservation about his energy or initiative or independent action. I can't imagine that we're talking about the same man. Close to 95% of the mass of Agency FOIA receipts have involved the DDO. I know all of the persons involved in other directorates and said, only 6 months into this year, that Fred was head and shoulders above the others, combining professionalism, tact, persuasiveness, analytic skills, tough-mindedness and pragmatism in sources and methods protection. He suggested policy, strongly influenced implementation, and debated, usually successfully, with the lawyers, with DEO branch, division and staff chiefs, with other Agency contacts and others above his current grade level--all with a sustaining sense of humor.

As to management of his unit: he has consistently resisted empire-building opportunities, trying to keep his staff small. When growth was inevitable, he concentrated on quality in personnel selected for this atypical DDD work rather than accepting the short fix to the statistical backlog problem because routine or "passable" effort is not good enough in litigation. The best reflection of his managerial ability can be seen in an unsolicited testimony from his staff which I have attached to this report to make it a part of the official record; it is the first of its kind to come to my attention in my 23 plus years in the Agency. (If some jaded cynics in these days of non-credibility doubt the spontancity and true feeling of Mr. Randall's staff in this action, and one or two of my staff have, I can only feel sad for them. This is a breath of fresh air to me.)

Randall has made a singularly impressive shift in direction, has changed career category and, in my judgment, has unqualifiedly demonstrated his command of the position he holds. I have recommended recognition of that fact.

Charles A. Briggs C/SS

Charles

4 February 1976.

MEMORANDUM FOR: Chief, Services Staff

SUBJECT:

Fred Randall, C/DDO/PIC

1. This memorandum is intended to state what we, the staff of DDO/PIC, think of our Chief, Mr. Fred Randall. Mr. Randall is not aware of this memorandum.

- 2. We believe he is outstanding as a manager and fellow worker! His sensitive understanding of human relationships is balanced by a no-nonsense firmness to get the job done. Using extraordinary patience, brains, tact, and diplomacy, along with long hours and weekend time, he has set an example for his entire staff. Mr. Randall's deep knowledge of operations, his grasp of the implications of past operations on current activity, his determination to protect the Agency and the DDO from the devastating impact of unwarranted and unauthorized release of information, and his judgement of the fine line between what should and should not be released under appropriate law and policy, have formed a major line of protection for the USG and the Agency.
- 3. He has not hesitated to make decisions, nor to disagree when he felt disagreement warranted. A strong aversion to pyramid building has underlined his costiconsciousness to get the most done with the least amount of expenditures. Yet, his determination and firmness are based upon an open, objective mind, willing to listen to different views, and to change his position if he is convinced of the need for change.
- 4. His strong desire to aid employees in career development is re-inforced by concrete actions, positive suggestions, defined tasks, and frequent checks to assess the quality and quantity of work product.

E2 IMPDET CL BY 012170

- 5. The nature of the task assigned to DDO/PIC includes the word by word review of thousands of pages of documents. The impact on the Agency, and the USG, of unauthorized disclosure of secrets, adds to the weight of constant decision making, and to the strain and tension of defending a crucial perimeter. And this perimeter is under an almost daily attack of erupting crises. Mr. Randall's dedication and superior ability in handling an onerous, difficult, and complex job, filled with frustrations that would dismay and discourage others, has been truly outstanding.
- 6. Mr. Randall has had his finger in the dike for an incredibly long time. He has been operating in a hazardous, high pressure environment, fraught with penalties if he does not make the right decisions, and little recognized when he does. Yet, his common sense decisions have been accepted, and have become policy-policy that ordinarily is made by very senior super-grade officers of the Agency. An assignment in DDO/PIC can burn out rapidly many competent individuals. Fred Randall is still going strong, and continuing to do an outstanding job!

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10 October 1975

MENORANDUM IN LIEU OF FITNESS REPORT

SUBJECT: Mr. Frederick C. Randall, GS-14/7

- 1. This report is submitted as part of a package suggesting that Mr. Randall be awarded a QSI for his performance since becoming the DDO Freedom of Information Officer in February of this year. In this context, it is not appropriate that he see and sign this memorandum, since I want this to be a surprise. Nor, it seems, is it necessary to have a Reviewing Official for this interim report; the DDO has suggested, in commenting on my out-of-cycle recommendation of 8 August 75 for Mr. Randall's promotion, that a memorandum be submitted recommending a QSI at this time.
- 2. I consider Mr. Randall's performance as DDO/FIO (now DDO/PIC, for Privacy Act and FOIA Coordinator) to be Outstanding. As I have said elsewhere, he is, in my view, the most impressive of all the Agency FIO's combining DDO professionalism, tact, persuasiveness, analytic skills and an informed, tough-minded approach toward sources and methods protection. I have received considerable laudatory comment about his work from OCC, OLC, O/DDA and within the DO.
- 3. From a one-man operation with secretary, the FOIA activity expanded in four months to an approved T/O of with a pending request for 5 more, and the possibility of further increases depending on public reaction to the Privacy Act and the amount of litigation that develops. Fred has done an excellent job of selecting his staff for what is an often frantic, frustrating and long-houred environment; he also manages them well, with humor and compassion and with high analysis and output standards. He is conscious of cost, particularly in human effort, in this exercise and of the need for balance in the application of secrecy criteria in today's environment. I am, obviously, impressed and pleased with his assistance, and feel comfortably supported by his group's efforts in avoiding or preparing for litigation actions in FOIA and Privacy Act cases.

Charles A. Briggs Chief, Services Staff

I certify that I have read the above report.

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MEMORANDUM IN LIEU OF FITNESS REPORT

NAME:	Frederick C. Randali					
DATE OF BIRTH:	28 October 1926					
SEX:	Male					
GRADE	GS-14					
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POSITION TITLE:	Chief, FR Division, Branch III					
OFFICE OF ASSIGNMENT:	DDO/FR Division					
CURRENT STATION:	Headquarters					
TYPE OF APPOINTMENT:	Career					
TYPE OF REPORT:	Annual					
DATE REPORT DUE:	30 November 1974					
REPORTING PERIOD:	1 November 1973 - 31 October 1974					
EMPLOYEE SERIAL NO.	012170					

Mr. Randall has now functioned as a Branch Chief under my supervision for a period of about sixtuon months and we have had ample a time to observe him in action in this position. I rate him as an overall "Strong" and give him good marks for a steadily improved performance

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(Memorandum in Lieu of Fitness Report - Fredorick C. Randall)

during the rating period. Whereas I had indicated in his last fitness report a need for him to be more demanding in challenging faulty proposals or resolving problems which come to him at his Branch Chief level, he now exerts a good degree of initiative in independent action and offers good completed staff work to the Division Chief level for scrutiny. Mr. Randall's branch encompasses

He keeps effectively

abreast of the operational developments coming out of each Base and represents this Division very persuasively in obtaining good guidance messages going back out to the Bases. He has also kept himself well informed on the Management by Objectives targets assigned to each of his Bases where a total of about personnel are assigned, and has been strong in supporting his Bases' efforts to achieve these objectives.

Mr. Randall has matured nicely as a manager these past months and is on top of the many administrative, personnel and operational support problems which are of a frequently recurring nature in our type operational activity. He is also a good team player, has the best interests of this Division at heart, and gives thoroughly of himself in his job. He has worked hard in bringing himself up to his present level of performance which I appraise as an unqualified "Strong".

CERTIFICATION AND COMMENTS

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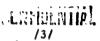
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Russell F, Miller DC/FR Date

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REVIEWING OFFICIALS COMMENTS (Frederick C. Randall)

I concur generally with the comments of the rating officer. I believe Mr. Randall has shown improvement in his handling of his Branch Chief responsibilities. I agree that he has shown greater initiative in this reporting period than in the previous ones, however, I would still like to see a somewhat greater and quicker recognition on Mr. Randall's part of operational problem areas. Granted that this is a talent that is frequently hard to develop, it is nonetheless, essential for all Branch Chiefs in this Division to achieve a high degree of operational perspicacity. Mr. Randall has the ability and needs only additional experience to improve his focus

He is a thoughtful and considerate supervisor, respected by his subordinates and he represents the Division very well indeed. Mr. Randall's career would be enhanced were he in a position to accept a field assignment which would get him into direct operational contact, i.e., recruiting and handling agents. Unfortunately, for family medical reasons he will apparently be confined to the Headquarters area for an indefinite period. On balance, I consider him to be a good Branch Chief who willingly works long hours and does his job well.

Walter L. O'Brien

Chief, FR Division

I certify that I have, seen the above Reviewing Officials comments.

UU. Habitaan

MEMORANDUM IN LIEU OF FITNESS REPORT

NAME: Frederick Randall 0/2/70

DATE OF BIRTH: 28 October 1926

SEX: Male

GRADE: GS-14

SD:

POSITION TITLT: Chief, FR Division, Branch III

OFFICE OF ASSIGNMENT: DDO/FR Division

CURRENT STATION: Headquarters

TYPE OF APPOINTMENT: Career

TYPE OF REPORT: Annual

DATE REPORT DUE: 30 November 1973

REPORTING PERIOD: 16 June 1973 - 31 October 1973

EMPLOYEE SERIAL NO. 012170

Mr. Randall has served under me for slightly more than three months and had just taken over his new position duties when I arrived for duty in this Division. During this brief period, however, he has displayed considerable dedication and interest in applying himself to his newly assigned tasks as Chief of one of our three operating branches. This branch which comprises

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MEMORANDUM IN LIEU OF FITNESS REPORT - Frederick Randall

Page 2

Branch Chief. The thorough test of his managerial skills, however, will occur in this upcoming period when all the Bases in his Branch become operationally active on a broad front and will require a continuing high quality of supervision, guidance and support from the Branch Chief's office. I would rate his performance to date as an overall "Strong".

CERTIFICATION AND COMMENTS

1. By Employee: I cortify that I have seen this report.

Indirid Kandall
Frederick Randall

Date

2. By Supervisor: Employee has been under my supervision

el 7 Miller

5 1001

3. Reviewing Official's Comments:

I concur generally with the above rating. I also observed in the early days of Mr. Randall's assignment as Branch Chief, that his performance could certainly have been stronger. It took him somewhat longer than I had anticipated to really take charge of his Branch. However, I feel that as he has continued in this assignment he has made very definite progress. He is now generally well informed on the operational activities taking place in his area and has begun to exercise a greater degree of initiative and aggressiveness in handling the operational matters that cross his dosk. Had I been the rating officer I probably would have given Mr. Randall a somewhat lower, more qualified "Strong" rating. If he continues to improve in the months ahead as he has in the past several, I believe he can earn an unqualified "Strong" rating for this performance.

Walter L. O'Brien C/FR

Date

ECRET CLASSIFICATION

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			FITNE	SS	REPORT						
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1. EMPLOYEE NUMBER 012170		E (last, first, midd Randall, F	rederick				10/2	8/26	TH 4. BEX	65-14	D
7. OFFICIAL POSITION	TITLE		. 6			ABIGN		, CURR	ENT STATIS		10. HQ
Ops Officer	44 77	E OF APPOINTM	ENT.	DD	O/FRD/	Br.			quarte:		<u> </u>
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IF QUALIFICATIONS UPDA WORD "YES" IN THE BOX		IS BEING SUB-									
SECTION C		PEI	RFORMANO	CE E	VALUATIO	N		:			
could or pro- M—Marginal Perfor taken P—Proficient Perfor	range from oposed in Se mance is de or recomme mance is sai	licient in some asp nded should be d Histoctory. Desired	ther training, to pects. The reaso escribed, results are bei	platir ns for ng pro	ng on probation	n, to re	nassignmen should be	t or to	separation.	Describe ac	tion taker
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	CLASSIGCATION	
SECTION D	- NARRATIVE COMM	ENTS
Indicate significant strongths or weakno	ares demonstrated in current position beering in s	proper perspective their relationship to averall performance. State
		ning. Comment on foreign language competence, if required for
		determining future personnel-action. Manner of performance of
managerial or supervisory duties and o	out consciousness in the use of personnel sunce.	equipment and funds, must be cammented on, if applicable. If
	n D, arrach a separate shills of paper 53	• •
In the less than :	six months since my prepara	ation of the previous report on
Mr. Randall, his ov	erall performance has conti	nued strong. He has effectively
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continued to provide	the day-to-day operational	support for the FK
	The leve	el and complexity of the operational
support and guidance		skill, sensitivity and humanness
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has continued uniform	urh urgu•	
Mr. Randall has	again effectively trained a r	new Intelligence Analyst with no
		-increasing field requirements.
loss of efficiency of	reshonstaguess to mie eags.	-mereasing nera reduitements.
Mr. Randall has	been under my supervision	for 28 months
	· -	
		cessfully to meet the challenges
of increased respons	ib <u>ility. It is now planned to</u>	appoint him as Branch Chief to
be responsible for th	e	
		this new assignment for him will
	assignment of additional ope	
which wi	ll materially add to the dem	nanding workload of his Branch.
We are confident he v	vill be able to meet the chal	llenge of these added responsibilities
	7	April 1994 - The Print Control of the Print Control
	,	
SECTION E	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	MUNCHIO
		C AND D OF THE OCCOPT
1 CERTIFY	THAT I HAVE SEEN, SECTIONS A. B.	
DATE 6 June 1973	SIGNATURE OF EMPLOYEE THE	andall
	<u> </u>	
2.	BY SUPERVISOR	an anga pamahada pamahada anga kananda dan dan anga dan dan dan 1964 dan 1964 dan 1964 dan 1964 dan 1964 dan 1
NONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT BEEN SHOWN TO	D EMPLOYEE, GIVE EXPLANATION
	1	•
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED HAME AND BIGHATURE
E HIN some		and the state of
- 6 JUN 1973	Chief ED Branch I	Maurice A. Sovern
	Chief, FR Branch I	
3.	BY REVIEWING OFFICE	41
COMMENTS OF REVIEWING OFFICIAL	•	
There is little for	me to add to the above comi	ments. I fully concur with the
		Mr. Randall's fine performance
we have appointed him	as Branch Chief who wil	t be responsible for
We have every reason	to believe that he will hand	lle this new assignment with skill
	r continuing close associat	
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DATE	OFFICIAL TIFLE OF NEVIEWING OFFICIAL	BRUTAPULE GHA BILL STATIP LE GETTE
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7 June 1973	Chief, FR Division	Walter L. O'Brien
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FITNE	SS REPORT			012170	
SECTION A	GENER				
Randall, Frederick	1	28/26	M	4. GRADE 8. SD	
4. OPPICIAL POSITION TITLE				GS-14 D	
Ops Officer		DP/FRD/		Hqs.	
T. CHECK IXI TYPE OF APPOINTMENT	10.	HECK (A) TYPE	OF REPORT		
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CAREER-PROVISIONAL (See Instructions	Section C) XX	ANNUAL		REASSIGNMEN	TEMPLOY
SPECIAL (Specify):	19. (SPECIAL (Spec		0-1	
30 November 1972	. 1	January 19	72 - 31	October 1972	
SECTION B	PERFORMANCE EV	ALUATION	<u></u>	,	
U-Unsatisfactory Performance is unacceptable. A could range from counseling, to or proposed in Section C.					
M-Marginal Performance is deficient in some taken or recommended should b	e aspects. The reasons for assigned described.	ning this rating sh	ould_be stated	I in Section C and reme	rdial actions
P-Proficient Performance is satisfactory. Desi		in the monner exp	ected.	•	
S-Strong Performance is characterized by O-Outstanding Performance is so exceptional in work as to warrant special recog	relation to requirements of th	work and in comp	parison to the	performance of others d	loing similar
	SPECIFIC DU	TIES			
list up to six of the most important specific di anner in which employee performs EACH special tith supervisory responsibilities MUST be rate PECIFIC DUTY NO. 1	cific duty. Consider ONL	Y affectiveness	In performan	ice of that duty. Al	escribes the employee
Provides primary direction	and support to unning of clandest	ine operati	ione in t	hair.	LETTE
		operati			S
Provides guidance and suppo					RATING
on the management of					
on the management of	merr bases.				S
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Maintains continuing relation	is with all elemer	its of the C	landesti	ine	
Service necessary to support	and direct the o	erational	activitie	s of	1
ECIPIC DUTE NO. 4					RATING
Supervises one Intelligence A	inalvst.		•		LETTER
* *				•	s
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ECIFIC DUTY NO. 5	•	•			RATING
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ECIFIC DUTY NO. 6					181189
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OVERALI	L PERFORMANCE IN C	UKKENI POS	ITIUN		98:174
ke into occount everything about the employer mance of specific duties, productivity, con- rescular limitations of talents. Based on your sce the letter in the rating box corresponding	duct on job, cooperative: r knowledge of employed	ett, partinent s s everall partar	corsonal trai	its or habits, and ig the rating period:	20122
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Reviewed by OP. SPOJA

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SECTION C	NARRATIVE COMMEN	TS .
overall performance. State sugge on foreign language competence, basis for determining future pers	etions made for improvement of work perform if required for current position. Amplify or e- panel action. Ma <u>nner of performance of mano</u> guipment and funds, must be commented on, il	kasping in proper perspective their rotationship to ence. Give recommendations for training. Comment splain ratings given in Section B to provide best erial or supervisory duties and cost consciousness applicable. If estra space is needed to complete
		nsibility of providing the day-to-
day operational sup	port for the FR	The
comments that were	made in the previous fitness	report bear repetition. In any
other Division		
would involve at lea	st an entire branch and all the	supervisory responsibility that
. such support entails	rather than a single officer v	vith an Intelligence Analyst. Mr.
Randall does all of	this and has continued to do it	well. During the year
have increased subs	tantially in size and in degree	and complexity of the operational
activities there. He	has supported ex	ceptionally well.
continued to demons ness of his Intellige with additional respe	arrying on the full-time responsance a willingness and a sense ance Analyst, who has now gone onsibility, by careful tutorial to train a second Intelligence	itivity to increase the effective- on raining and guidance. He has
	high degree of responsiveness	
the	g., dogree or responsiveness	to the command demands of
Mr. Randall cor	ntinued to turn in a "Strong" po	erformance and is held in high /Continued/
SECTION D	CERTIFICATION AND COMME	NTS
1.	BY EMPLOYEE	
I CE	RTIFY THAT I HAVE SEEN SECTIONS A. D. AND	D C OF THIS REPORT
13 December 1972	Frederick C. Randall	
2.	BY SUPERVISOR	
MONTHS EMPLOYER HAS BEEN .	IP THIS REPORT HAS NOT BEEN SHOWN TO EI	MPLOTEE, DIVE EXPLANATION .
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A 11 ht C (079	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
1 3 DEC 1972	Chief, FR Branch I	Maurice A. Sovern
	BY REVIEWING OFFICIAL	The contraction of the contracti
OMMENTS OF REVIEWING OFFICIAL		
· ·	the overall "Strong" rating gi-	ven to Mr. Randall, During
41.		
	he has certainly performed in	
When Mr. Randall wa	is first assigned to our Division	on Headquarters component,
When Mr. Randall wait was my distinct im	is first assigned to our Division pression that he was very defi	on Headquarters component, initely lacking in energy. However,
When Mr. Randall wait was my distinct im as time has progress	is first assigned to our Division pression that he was very defined and he has become more ex	on Headquarters component, initely lacking in energy. However, specienced in our mode of opera-
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t	is first assigned to our Division pression that he was very defined and he has become more exposed that he pursues his ope	on Headquarters component, initely lacking in energy. However, specienced in our mode of operational objectives with very
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t commendable energy	is first assigned to our Division pression that he was very defined and he has become more end onto that he pursues his operand vigor. Mr. Randall write	on Headquarters component, initely lacking in energy. However, specienced in our mode of operarational objectives with very as well and quickly. I think his
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t commendable energy operational judgment	is first assigned to our Division pression that he was very defined and he has become more end onto that he pursues his operand vigor. Mr. Randall writing good. I also believe that he	on Headquarters component, initely lacking in energy. However, specienced in our mode of operational objectives with very
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t commendable energy	is first assigned to our Division pression that he was very defined and he has become more end onto that he pursues his operand vigor. Mr. Randall writing good. I also believe that he	on Headquarters component, initely lacking in energy. However, specienced in our mode of operational objectives with very as well and quickly. I think his is strengths lie in the Headquarte and
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t commendable energy operational judgment or Staff end of the Cla	as first assigned to our Division pression that he was very defined and he has become more end onto that he pursues his operand vigor. Mr. Randall write is good. I also believe that he industine Service	on Headquarters component, initely lacking in energy. However, specienced in our mode of operational objectives with very as well and quickly. I think his is strengths lie in the Headquarters and // Continued/
When Mr. Randall wait was my distinct im as time has progress tions, I am pleased t commendable energy operational judgment or Staff end of the Cla	is first assigned to our Division pression that he was very defined and he has become more end onto that he pursues his operand vigor. Mr. Randall writing good. I also believe that he	on Headquarters component, initely lacking in energy. However, specienced in our mode of operational objectives with very as well and quickly. I think his is strengths lie in the Headquarte and

FITNESS REPORT: Frederick C. Randall (1 January 1972 - 31 October 1972)

NARRATIVE COMMENTS (Continued)	•
regard by the Chiefs and officers of a regular basis.	with whom he deals on
To an individual of Mr. Randall's sound operational approach to Division	problems the challenge of even
more responsibility is warranted. He i	a non programme to assume the

REVIEWING OFFICIAL'S COMMENTS (Cont.)

handling activities. I think he is ideally situated in his present assignment and we are most happy with his performance in our Division.

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20	FIT	NESS REPORT				EMPLOT	01217	
SECTION A		· .	ENERA	1		l		
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Randall,	Frederick		10	92/82/0	M	GS-	14	D
4. OFFICIAL POS	ITION TITLE		7. 07	P/DIV/BR OF	ASSIGNMENT	. CURRE	147 \$7.05 E	V4
Ops Offic	er '			<u> </u>			great the	75
	PE OF APPOINTMENT		10. C	HECK (A) TYPI	OF REPORT			
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SECTION B		PERFORMAN						
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P-Proficient	Performance is satisfactory.		producad	in the monner ax	peeted.			
S-Strong	Performance is characterise	•						-
O-Outstanding	Performance is so exception		nts of the	work and in som	parison to the	performaño	a of selices.	dang similar
	work as to warrant special s			-				
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nanner in which er	ne most important specification of the most important specification of the most important in the most interest interest in the most interest interest interest in the most interest interest in the most interest int	specific duty. Conside	# ONLY	effectiveness	in performan	nce of the	59 de 19 - 1	il employees
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PECIFIC DUTY NO	. 2							81 3, 2 1984
	ucts liaison with	other area di	vision	s and sta	lie as co	ncera	s the	S
FCIFIC DUTY NO.	3							PATING
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SECTION C	NARRATIVE COMMENTS
Indicate significant strengths or averall performance. State sugge on foreign language competence, basis for determining future persoin the use of personnel, space, a Section C, attack a separate sheet	
Mr. Randall has	the responsibility of providing the day to day operational
support to FR	have in-
	ly in size during the past year to where there are presently
	cers and an intelligence assistant
	and an intelligence analyst all generating
	nal activity requiring substantive guidance, management and
	ative of the highest order. In any other Division
	ent of this size and complexity would involve an entire branch
	ory responsibility that goes with it rather than a single officer
and an intelligence	analyst. In the FR Division the decision was made to keep the
· and skilled contours	and to do a job with carefully selected experienced
· · · · · · · · · · · · · · · · · · ·	perations officers who, based on their own field and personal e to press the right buttons to evoke appropriate responses
	ea divisions and staffs and to provide practical guidance on
their own.	sa divisions and states and to provide practical guidance on
	d
In exercising thi	s function, Mr. Randall has continued to demonstrate those
critical qualities of	energy, loyalty and dedication. He cares. He is concerned
	well as the means by which the end is reached. He is
	Continued
SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE RATIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
DATH	ISLANDE OF THE AND AND
9/2/12	Friday Candal
2.	. OY SUPERVISOR
HONTHS EMPLOICE HAS BEEN HONTHS EMPLOICE HAS BEEN	IP THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
11	
ATE	OFFICIAL TIFLE OF SUPERVISOR TYPED OF PRINTED HAME AND SIGNATURE
9 February 1972	Chief, FR/BI Blaunce 6 Some
	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICIAL	
	tive portion of the above rating is a thoughtful and accurate
	tious officer's performance. However, I believe the letter
	the high side as I feel a precise letter description would be
	"P4" category. Since I have great confidence in the rating
	d to defer to his judgment as stated above. I think it might
	idail has indeed come along very nicely in his present
	e he is eminently well qualified to perform his current job.
	nts and experience are better utilized in his current assign-
	be in a more direct operational, i.e., agent handling and
4 * 4	SPECIAL TITLE OF RESIDENCE UPSICION CONTRACTOR AND PROPERTY.
4.5. 2.1. 1	· 1/ 1/1/4 / 1/ 1/4 / 1/ 1/4 /
10 February 1972	Deputy Chief, FR Division Walter L. O'Brien

Section C - NARRATIVE COMMENTS continued

intellectually honest and has developed his organizational imagination to where he is able to identify the potential operational advantages and disadvantages on which he bases his recommendations for appropriate action.

Mr. Randall is a humanist, careful and considerate in his dealings with others, firm when necessary, scrupulously fair, with a down-to-earth approach and a sensitiveness to the nuances of the interrelations of major headquarters components all of which contribute to his Strong performance.

Mr. Randall unfailingly demonstrates a wide ranging intellectual awareness and curiosity, and is able to refine and use these in his approach to problem solving.

Mr. Randall writes well and succintly. He continues to turn in a Strong performance and is held in high regard by the Base officers with whom he regularly deals.

Section D - REVIEWING OFFICIAL'S COMMENTS continued

recruiting situation. On balance, I have been pleased with Mr. Randall's performance and feel that he is doing a good job.

As a final statement, it is my opinion that Mr. Randall does not have the requisite CS-14 convertibility from his present desk assignment to that of an active field case officer charged with the recruitment of agents. This is not stated in denigration of Mr. Randall for there is clearly a need and a place for the type of talents he possesses. I think we have found that place in the job that he is now performing.

				·	EMPLOISE SER	AL NUMBER
•	FITNESS REPORT				0121	70
SECTION A		ENER				
1. HAME	(Lust) (First) (Middle)		ATE OF BIRTH	3. SE X	4. GRADE	0
8. OFFICIAL POS	Randall, Frederick		/28/26	M	GS-14	D ·
-	os Officer			DO/IOG		
	PE OF APPOINTMENT	10.	CHECK (E) TYPE			ters
XICAMERA	RESERVE TEMPORARY	⊤	INITIAL		X REASSIONS	ENT SUPERVISO
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SPECIAL IS	pec(fy);		SPECIAL (Spec	tty): .		
IT DATE REPORT	DUE IN O.P.	- E	EPORTING PER			
	April 1971		April 1970	- 31 Ma	rch 1971	
SECTION B	PERFORMAN	CE EV	ALUATION			
U-Unsatisfactory	Performance is unacceptable. A rating in this categorial range from counseling, to further training, to or proposed in Section C.					
M-Morginal	Performance is deficient in some aspects. The reasons taken or recommended should be described.	for assig	ning this rating sh	ould be stated	d in Section C and	remedial actions
P-Proficient	Performance is satisfactory. Desired results are being	produce	l is the manner exp	ected.		
S-Strong	Performance is characterized by exceptional proficie	•	•			
Q-Outstanding	Performance is so exceptional in relation to requireme work as to warrant special recognition.	nts of th	s mark aid in comp	parison to the	performance of other	ere doing similar
*. *.	SPECI	FIC DI	TIES			
Conduction operation	s primary oper ational support including processing. It is liaison with other area divisional activity of	ng of	special AD	DP	rns the	RATING LETTER O RATING LETTER
Prepare	s operational correspondence;	contr	ibutes to C	nartari	v Panorta	RATING
and	· · ·				y Keports	. P.
PECIFIC BUST NO						RATING
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clark-ty	-	nd ba	I timity sup	CIATEGS	One	
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and the second s	OVERALL PERFORMANT	EIN	URRENT PO	SITION E		
is a paye for the papers. Spirit services is a charge price.	everything ubout the employee which influence is dulies, productivity, conduct on job, eneps as artifers, fixed on your transladys up or the rating time corresponding to the statement of	his of cretices	iartingmass in it was, sertinant a descari parin	is current po personal tra	ite or hebits, an	164 5
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	The state of the s							
SECTION C .	NAPRATIVE COMMENTS							
overall performance. State suggion foreign language competence.	weaknesses demonstrated in current position keeping in proper perspective their relationship istions made for improvement of work performance. Give recommendations for training. Committee for current position. Amplify or explain ratings given in Section B to provide best onnel action. Manney of performance of appropriate or supervisory duties and cost consciousness of contents of the second sections of the sec	enf						
	es to view his responsibilitles with enthusiasm and serious con	2-						
cern. Given the con	plexities of dealing with every area division and staff within							
DDP	I would							
characterize his over	rall performance as evincing exceptional proficiency. This wa							
accomplished in a pe								
	ntly. In the ultimate, the real test of performance is in re-							
	nationals. While recruitment is not part of Mr. Randall's dut	ina						
there is no doubt that								
of recruitment that	had as compared to any other year. At the same to							
	ained an excellent balance in the pperational	4						
purposes. He is held								
	his Intel Assistant, it is a tribute to his supervisory capabilit							
	stains a high rate of efficiency despite the significant increase							
	it during this period there were three different intel assistants							
	began phasing out of his job for several months prior to 31 Ma							
	cision was made to have Mr. Randall in fact assume some of							
	he Branch Chief. Not only has he taken these added tasks	- 1						
	confidence of DO's management, but he has performed	1						
superbly.	to the control of the	ı						
SECTION D	CERTIFICATION AND COMMENTS							
1.	87 EMPLOYEE							
10	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT	[
DATE 2 2/4/11	SIGNATURE OF EMPLOYEE	\neg						
27/4/11	Million Condact							
2. MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR							
UNDER MY SUPERVISION	IF THIS REPORT HAS DOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION							
		- 1						
OATE	OFFICIAL TITLE OF SUPER-1508 TYPED OR PRINTED NAME AND SIGNATURE	-1						
27 April 1971	C/DOI/1 Joseph 9. Buik Wolfe							
• • • • • • • • • • • • • • • • • • • •	Joseph F. Bulik							
3.	BY REVIEWING OFFICIAL							
COMMENTS OF REVIEWING OFFICIA								
	generally, with the narrative portion of this report.							
However, I feel	that it is somewhat overstated. Specifically, I would							
not rate his per	formance of Duty No. 1 as "outstanding", rather I							
would rate it "s	rong". I consider Mr. Randall a capable officer, but	_ I						
feel his overall	performance falls somewhere on the border of a 'low							
strong" and a "l	ligh proficient". Let me hasten to add that I am fully	- 1						
satisfied with M	r. Randall's performance in his present assignment,	1						
and I have every	confidence that he will continue to do a completely	and I have every confidence that he will continue to do a completely						
	The state of the s	- 1						
satisfactory job.								
satisfactory job,								

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1	EITHESS DECOMP					SERIAL	NUMBER		
. FITNESS REPORT						01217	70		
SECTION A				GENERA	L				
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	RANDALL, Fr	<u>ederi</u>	ck C.		28/26		\$ S-14	D	
6. OFFICIAL PO			•	:	P/DO/I	ASSIGNME NT	1 -	T STATIO	
Ops Off	PE OF APPOINTMENT	· · ·	 		HECK (X) TYP	E OF 98 POR	Headqui	irters	·
Y CAREER	MESERVE	1 1	TEMPORARY	1	INITIAL	E OF RETOR	T	HOMMEN	T BUPERVISOR
143	ROVISIONAL (See Meln	uctions -		X	ANNUAL	· · · · · ·	 		TEMPLOYEE
SPECIAL O				1	SPECIAL (Sp	elly);			
11. DATE REPOR				18. (1)	PORTING PE	RIOD (From-	to-)	·	
30 Ap	ril 1970			- 13	Decembe	r 1969	31 Marc	h 1970	1
SECTION B			PERFORMA						
U-Unsatisfactory	Performance is unaccel could range from coun or proposed in Section	seling, to	rating in this cate further training, to	bycered ou Benh nadmie	s immediate an probation, to r	d positive reme cossignment or	idial action. Th to separation.	e nature o Describe o	of the action action.laken
M-Marginal	Performance is deficient taken or recommended	emos ni ti should bi	aspects. The reason described.	n, fee assign	ing this rating	hould be state	d in Section C	and reme	dial actions
P-Proficient	Performance is satisfact	tory. Desi	red results are being	produced	in the manner e	pected.			-
S-Strong	Performance is characte			-				-	
O-Outstanding	Performance is so except work as to warrant spec	otional in ial recog	relation to requ res nition,	eats of the	work and in cor	nparison to the	performance o	of others d	oing similar
		-	SPEC	IFIC DU	TIES .				
manner in which e	the most important spe imployee performs EAC responsibilities MUST	CH spec	ille duty. Consi	der CNLY	effectivenes	s in performa	ince of that i	duty. All	
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	includin	ig pro	cessing of	specia	IADDP				S
						'y A	ir be	465	
Prepares of special mer	perational corr	respo	ndence: ca	bles, o	iispatche	s, proje	cts and		PATING LETTER
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of the DDP.					,				
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ioce the letter in the rating box corresponding to the statement which wast accurately collects his level of pulsaminary							5		

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SECTION C	NARRATIVE.COMM	ENTS .
overall performance. State suggested in the suggested in the second section of the section of th	estions made for improvement of nork perf, if required for current position. Amplify sonned action. Monet of performance of measurement and lunds, must be commented a set of paper. ndall's first fitness report f	or a Headquarters assignment
following nearly 9 y	ears in the field, of which o	ver 4 years were at the Washington
Base. Even with th	is field background of opera	tional activity in the USA.
tion of Subject's per his responsibilities takes but these were correctable. Given overall performance maintains a good bal He is a good supervi myriad problems fac to date made an ausp not part of his duties	formance. This much can be with enthusiasm and a willing "par for the course" and not the way he has jumped into a sevencing exceptional produce in sor. He has more to absorting an officer giving total spicious beginning. As a design. CERTIFICATION AND CO	upport He has k officer, agent recruitment is
	ERTILY THAT I HAVE SEEN SECTIONS A, B,	, AND C OF THIS REPORT
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3 1/2	Subject is on TDY outside	de of the USA.
JA f B	OFFICIAL TITLE OF SUPERFIEGR	TOPED OF PHINTED NAME AND SIGNATURE
		- Jaroff Dulet
8 April 1970	C/DOI/1	Joseph Jo Bulik
T 	BY REVIEWING OFFICIA	46
CMMENTS OF BA FILWING OF FICIA		
Mr. Randail, Ho	ove rating is an eminently fa has caught on quickly and ha nuing good performance from	a performed well. I look
9 April 1970	DCDO/I	Walter Le O'llrion

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		FITN	ESS REPOR	>T			IMPLOTEE	SERIAL	HIBBMUF
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SECTION A				GENERA		• .			
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	ndall. Fro	ederick C	<u>.                                    </u>			ASSIGNMEN			·
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9. CHECK (A) 7 Y		DENT	<u> </u>		DP/DO	PE OF REPOR		<u> </u>	
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SECTION B			PERFOR	MANCE EV	ALUATION				
U-Unsatisfactory M-Marginal	could range from proposed in	om ecunseling, ! Section C. deficient in son	to further training the aspects. The s	category requiring, to placing or	probation, to	recsugament a	to separation.	Describe o	action taken
P-Proficient	•			being produced	in the manner	espected.		•	
S-Strong		•	by exceptional p	•			•		
O-Outstanding	Performance is work as to warr			juirements of the	work and in e	ompanisa to the	performance o	of others di	oing similar
				ECIFIC DU	TIES				
List up to six of the manner in which en with supervisory r	mplayes perfor	ns EACH spa	ocific duty. C	unaider ONL'	offectivene	as in perform	ince of that a	iuty. All	scribes the Lamplayees
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SECTION C	HARRATIVE COMMENTS
percent performance. Store sugges or foreign language competence, bosses for determining future permits, the use of personnel, spoce, e feetian C, attach a separate sheet.  This case of capable of deali	stone made for improvement of minh performance. Give recommendations for training. Comment of required for current performance of monagerial or training solven in Section B to provide best morel action. Manner of performance of monagerial or typervisory decision on the provide best morel action. Manner of performance of monagerial or typervisory decision and cost consciousness the most lynds, may be expended on it applicable. If extra space is needed to complete or of paper.  It is a special provided on the performance of monagerial or typervisory decision and cost consciousness to expense out typervisory decision and cost consciousness of papers.  It is a special provided on the performance of performance is needed to complete or a paper.  If it is a special performance is a special performance is a performance of performance in field assignments of an aroa of expertiso. His operational and intellisis organized, coherent and thorough.
Ho was one	of the few officers
through no fault officer skillful	ing the period. One of these was essentially routine, of the rated officer, but in another case the ly as he also did in which had the additional complexity of all these cases the officer illustrated his organize and carry through an operation to a
	a at the section of months and that had a not
If I were to essentially an ac	fault this officer I would say that he is not
notable	Conversely he does possess the sense of caution
which	also saves mistakes.
	(continued on separate sheet)
SECTION D	CERTIFICATION AND COMMENTS
),	BY EMPLOYEE
SATE	RTIFY THAT I HAVE SEEN SECTIONS A, II, AND C OF THIS REPORT
3 February 1970	Frederick C. Randall (Signed in Pseudo on Form 45a)
2.	BY SUPERVISOR
MONTHS EMPLOTED HAS BEEN UNUER MY SUPERVISION	IF THIS REPORT HAS NOT DEEN SHOWN TO EMPLOYER, GIVE EXPLANATION
12	·
CA · E	OFFICIAL TITLE OF STREAMING . TIPED ON PRINTED NAME AND SIGNATURE
3 February 1970	·
	BY REVIEWING OFFICIAL
Comments of Reviewing Official	
for Subject's perfor few officers within fitness report on an activities for the ve	r prefers  the rater gave him the everall rating of "S". The fact remains that Subject,
thorough case office	and impression of boing low-key was indeed an active and read was given special assignments because of his pablitics. I would have given Subject A higher rating.
6 March 1970	C/DOI/I Jahahat Hundrelet

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S-E-C-R-E-T

SECTION C NARRATIVE COMMENTS (Continued)

I would rate this officer higher in any job which puts greater emphasis on orderly analytical production.

Officer is adequately cost-conscious. I had no opportunity to observe his capability as a supervisor.

·			,			EMPLOYE	E SERIAL	NUMBER
		FITNESS REPORT				01	2170	
SECTION A		GE	NERA	L				
T. NAME	(Law)	(First) (Middle)	1.	TE OF BIRTH	3. SF X	4. GRADE	8. 80	
	Randall	Frederick.		/28/26	M	GS-1	4 .	D
4. OFFICIAL POSIT	ps Officer			P/DOD	SSIGNMENT			
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				April 1	968 <b>-</b> 1	7 Jani	ary 1	969
ECTION B		PERFORMANC						
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O - Outstanding P.	ortermoneo is so	exceptional in relation to re-	quireme	nts of the work	and in comp	arison to	the perfor	mance of
01	hers doing simile	or work as to warrant special				٠,		
		SPECIF	IC DU	TIES				
anner in which emp ith supervisory res	loyee performs E ionalbilities MUS	pecific duties performed duri ACH specific duty. Conside iT be rated on their obility to	PONLY	offectiveness	in performan	ce of that	rdutyı, Al	l employee
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SECTION C	NARRATIVE COMME	NTS .
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16 January 1969	Chief of Base, Washington	Rudolph E. Gomes

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SECRET

Andrew San Barrier

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SECTION C	NARRATIVE COMMENTS
overall performance. State sugge on foreign language competence, basis for determining future perso in the use of personnel, space, e Section C, attach a separate when Subject 1s	weaknesses demonstrated in current position keeping in proper perspective their relation ship to stions made for improvement of work performance. Give recommendations for training. Comment if required for current position. Amplify or explain ratings given in Section B to provide best made action. Manner of performance of manageligi or supervisory duties and cost consciousness existent and lunds, must be commented on, if the first space is needed to complete it of poper.  The FE "referent" for the and, as and, as anonability for coordinating all work against the
in this regard. himself in opera by his performan this regard and in other areas u He performs his conscious and hi	He writes well and rofessional in his approach to operations. His case is cited Although he continues to feel a bit unsure of tional areas other than FE (to a degree not warranted be in improving in it is on his way to bringing his operational activity to the level of his performance supervisory functions well. He is very cost accounting for official funds is prompt and reticular training is contemplated or recommended
SECTION D	CERTIFICATION AND COMMENTS
	BY EMPLOYEE
	ertify .
DATE 05/4/68	AMDIE
7-1-1106	
MONTHS EMPLOYEE HAS BEEN	BY SUPERVISOR  IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, DIVE EXPLANATION
NOSE MY SUPERVISION	THE THIS REPORT HAS NOT BEEN SHOWN TO EMPLOTEE, DIVE EXPENSES
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PATE	OFFICIAL TITLE OF SUPERVISOR
25 April 1968	Chief, Chief
	·
OMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL &
As Revie	wing Official I am in full concurrence with a given this employee, as outlined above.
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A M	ossicial make of menessio of them 45a)
1 May 1968	COB, Washington Rudolph E. Gomez
	SECRET

#### TRAINING REPORT

Student : Randall, Frederick C. Office : DO
Year of Birth: 1926 Service Designation: D
Grade : GS-14 No. of Students : 25
EOD Date : Sept. 1951

COURSE OBJECTIVE

#### ACHIEVEMENT RECORD

This is a certificate of attendance. No record is made of individual performance in the course.

FOR THE DIRECTOR OF TRAINING:

1 5 MAR 1988
Pate

	-			EMPLOYEE BERIA	LHUMBER
FITNESS REPOI	KI			012170	
SECTION A	GENERAL				<del></del>
1. NAME RANDALL Frederick (Mid-	(*) 3:04J	f. "1926 M	×	4. 58 40 5 4. 50 I	)
Operations Officer	DDP/I	DOD		Washington	i, D. C
9. CHECK (X) TYPE OF APPOINTMENT		CK (X) TYPE OF R	EPORT		
X CAREER RESERVE TEMPONARY		HITIAL		MEASSIGNME!	
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SPECIAL (Specify)?		PECIAL (Specify):		commendat!	On
II. DATE REPORT DUE IN O.P.	-	DATING PERIOD (F		,, March 1967	
SECTION B PERFOR	RMANCE EVAL		. 31	March 1501	
				4 . 4 . 4	<del></del>
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excellence.					•
P - Proficient Performance is more than satisfactory.	-	<b>.</b>	in a p	oficient manner,	
5 - Strong Performance is characterized by excepti					•
O - Outstanding Performance is so exceptional in relation others doing similar work as to warrant			n comp	erison to the parie	rmanco of
	PECIFIC DUTI				
list up to six of the most important specific duties perform nanner in which employee performs EACH specific duty. (					
rith supervisory responsibilities MUST be rated on their al	bility to supervis	(indicate number	ofamp	loyees supervised).	
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rticular limitations of talents. Based on your knowledge	of emelores, a	verall performance	- ಕೆಲಗಣ	g size rating period	S
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SECTION C	HARRATIVE COMMENTS
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appropriate. He	is very cost conscious
is characte	rized by good judgement and prompt accountings. He
has excellent wor	king relations with his colleagues
in Headquarters.	
	(Continued on supplement sheet)
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SECTION D	CERTIFICATION AND COMMENTS
1.	BY EMPLOYEE
•-	CERTIFY THAT I HAVE SEEN SECTIONS A. S. AND C OF THIS REPORT
DATE	SIGNATURE OF EMPLOYEE
13/2/67	Probable recovery
A.	/ BY SUPERVISOR
MONTHS KNIPLOYEE HAS BEEN UNDER MY SUPERVISION	IF THIS REPORT HAS NOT DEEN SHOON TO EMPLOYEE, DIVE EXPLANATION
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13/3/67	Chief,
4	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFIC	14L
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The Under	signed is in complete accord with the narrative
Comments	of Subject's immediate supervisor.
17/3/67	OFFICIAL TITLE OF ACVIENING OFFIC AL TYPED OF PRINTIPLE MANERAL STORE
1 4/01	COB, WASHINGTON Rudolph E. Gomez

FITNESS REPORT FOR: Frederick C. RANDALL

SUPPLEMENT SHEET

Continuation of Section C:

Subject's liaison contacts with officials have been handled in a superior manner reflecting credit on the Agency; officers concerned have praised Subject's work.

He supervises one secretary/stenographer.

No training is contemplated at this time.

EITHESS DEDON		EMPLOYEE SENIAL MUMBER
FITNESS REPOR	012170	
SECTION A	GENERAL	
RANDALL (Loo) Frederick C.		GS-13 D
4. OFFICIAL POSITION TITLE	POP DIVIDE OF ASSIGNMENT	S. CURRENT STATION
Ops Officer	FE	Washington, D. C
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characterised by	good judgment and prompt accountings. He	e has
excellent working	g relations with his colleagues	
in Headquarters.		
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CTION D	CERTIFICATION AND COMMENTS	
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Continuation of Section C

officers concerned have praised Subject's ability to the undersigned.

No training is contemplated at this time.

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	EMPLOTEE SERIAL NUMBER
FITNESS REPORT	012170
SECTION A GENERAL	
I. NAME (Leet) (Fred (Middle) 28 Oct. 1926	M GS-13 D
	ASSIGNMENT & CURRENT STATION
Ope Officer Jed TE	Washington, D. C.
B. CHECK (X) TYPE OF APPOINTMENT 10. CHECK (X) TYP  CAREE RESERVE FEMPORARY INITIAL	OF REPORT
CAREEN PROVISIONAL (See Instructions - Section C) ANNUAL	REASSIGNMENT EMPLOYE
	(b) Recommendation for Promoti
II. DATE REPORT DUE IN O.P. 18. REPORTING PE	
SECTION B PERFORMANCE EVALUATION.	- 11 1001443
W - West  Performance ranges from wholly inadequate to slightly less than so positive remedial action. The nature of the action could range from probation, to reassignment or to separation. Describe action taken  A - Adequate Performance meets all-requirements. It is entirely satisfactory and excellence.  P - Proficient S - Strong O - Outstanding Performance is more than exitsfactory. Desired results are being put the strong of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the work of the wo	counsaling, to further triaining, to placing on or proposed in Section C. is characterized notifier by deficiency nor oduced in a proficient manner.
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and	con	firms the high marks given him
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	rnarac	terized by good Judgement and
prompt acco	intings. He has excellent workin	g relations with his colleagues
	in Headquarters.	
No training	is contemplated at this time beyone which Subject will take in Mar	nd the Clandestine Services
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ECTION D	CERTIFICATION AND COM	AENTS
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14 February 1966	Chief,	
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14 February 19	OFFICIAL TITLE OF PRIVIOUS OFFICIAL	THE THE PRINTED NAME AND SIGNATURE
7-1 LCOLUMEN IS	Chief of Station	Harry A. Rositaka

### SECTO

#### MEMORANDUM IN LIEU OF FITNESS REPORT

NAME : Free

Frederick Randall

012170

REPORTING PERIOD:

21 June 1965 - 31 December 1965

DATE OF BIRTH

28 October 1926

» SEX

Male

GRADE

GS-13

SD.

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OFFICIAL TITLE

Operations Officer

ASSIGNMENT

: DDP/DOD/USS

CURRENT STATION

Washington, D. C.

APPOINTMENT

Career

TYPE OF REPORT

Annual

Subject returned to the U.S. in August 1965, but did not begin substantive work in the Mon-Orbit Group at the Station until late September 1965. Much of the time since his arrival has been spent on becoming acquainted with the work

prefer to delay until April 1966 submission of a formal Fitness Report which, hopefully, will give a more precise and meaningful evaluation of his performance than is now possible.

We note that Fitness Reports submitted on Subject just before his departure from Tokyo gave him high marks for his operational support work in Japan and regretted that the situation in Tokyo did not permit him to be given as much active operational work as he wished. He will certainly

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	recommended at this time beyond the Clandestine which Subject will take in March 1966.
Subject exercise and his accountings a	es good judgement in his are prompt.
He gets along we Headquarters.	ell with his colleagues at the Station and in
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	BY EMPLOYEE
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Months Employee Has B Under My Supervision	BY SUPERVISOR een
Date	Signature
29 December 1965	Cater, Robertsin
Concur	BY REVIEWING OFFICIAL
Date -4 JAN BUS	COC, Washington Hamelach

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	PITHER DEDART			EMPLOYE	E SERIAL NUMBER
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9: CHECK (X) TYPE OF APPOINT  A CAREER RESERV		10. CHECK IX) T	PE OF REPOR		SIGNMENT SUPERVISOR
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P Proficient Performance Is	more than satisfactory. Desire	d results are being	produced in a	proficient m	enner.
	characterized by exceptional pr				
	so exceptional in relation to re- milar work as to warrant special	recognition.	rork and in com	parison to t	he porformance of
	SPECIF	IC DUTIES			
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Station Agreed	Activities Office	r			0
PRCIPIC OUT Y NO. 3					RATINO
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recipic boff no		,		5 -	LETTER
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SECTION C	NARRATIVE COMMENTS
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presence of mir	Because of his sound operational background, and forceful reasoning, and the consideration the ore holds for him. Subject has been able to play a
prime part in c	our excellent Agreed Activities posture out here.
elements. For	en saved both by this Station and other KUBARK this reason the Station is recommending by separate that Subject be swarded a Quality Step Increase.
Subject al is capable, ver	so performs his other duties in strong fashion. He satile, and continues to show fine career potential.
SECTION D	CERTIFICATION AND COMMENTS
1,	BY EMPLOYEE
10	SERTIFY THAT I HAVE SEEN SECTIONS A, B, AND C OF THIS REPORT
25 Jamuary 1965	/s/ Frederick C. Randall
2. MONTHS EMPLOYED HAS BEZH UNDER MY SUPERYISION	BY SUFERVISOR IF THIS ARPORT HAS NOT BEEN SHOWN TO EMPLOYEE, GIVE EXPLANATION
ATE	OPPICIAL TITLE OF SUPERVISOR TYPED OR PRINTED NAME AND SIGNATURE
28 January 1965	DC0C /4
	BY REVIEWING OFFICIAL
OMMENTS OF REVIEWING OFFICE	en de la companya de la companya de la companya de la companya de la companya de la companya de la companya de
I heartily employee's cont	concur with the statement made in Section C above. This ribution to this Station has been of the highest caliber.
A F &	OFFICIAL TITLE OF RESIDENTS OFFICIAL FEFRED OR POSITED HAME AND SIGNATUSE
23 January 1965	cou /s/willion Bros

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P - Proficient Performance is more than satisfactory. Des	lred resul	ts ore being pro	duced in a p	roficient	t mannet,	
S - Strong Performance is characterized by exceptional	•	•				,
O. Quistanding Parformance is so exceptional in relation to others doing similar work as to warrant spec	requireme	ents of the work hillon.	and in comp	partson t	a the perfer	manco of
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ist up to aim of the most important specific duties performed d unner in which employee performs EACH specific duty. Cons ith supervisory responsibilities MUST be rated on their ability *RCIPIC DUTY NO. 1	ider ONL	Y affectiveness	in performer	ice of th	iat duty. Al	RATING
Station PBRAMPART officer		, Ď	自少	` ) ·		S
RCIPIC DUTY NO. 2			-			PATING
Supervisor of Contral Registry	per	enoa)				ន
ECIPIC DUTY NO. 3		***************************************				RATINO
Supervisor	] J	apan				ន
ECIFIC DUTY NO. 4		-				RATING
Case officer for important						S
ECIPIC DUTY NO. 3			<del></del>		-	RATING
Officer in charge for Station's	prima	ry				B
ECIPIE DUTY NO. 8						BATING LETTER
Staff supervision of Station's K	URICT	activitie	cs	' <i>-</i>		s
OVERALL PERFORMAN	ICE IN C	URRENT POS	ITION			BATING
to into account everything about the employee which influence mance of apecific duties, productivity, conduct on job, soo ticular limitations at telents. Based on your knowledge of a ce the latter in the talling box corresponding to the statement	mployee'	a sa, pertirent p a overall perfor	mensenal trai	its or he ig the re	bits, and sting period,	L6774#
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SECTION C	HARRATIVE COMMEN	TS
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last report. Du the job and is co outstanding recor	ertainly ready for broader mendation for his promoti	has continued to grow with
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SECTION D	CERTIFICATION AND COMM	ENTS'
1.	BY EMPLOYEE	
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AN	D C OF THIS REPORT
12/19/63	/s/ Frederick Randall	•
2.	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN TO E	MPLOYEE, GIVE EXPLANATION
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
12/19/63	pcog	/s/ Robert Wheeler
,	BY REVIEWING OFFICIAL	
in the difficult fi elements. A very b	has made exceptional strides as eld of coordination of operation igh degree of the credit for the rk of this employee.	ons with the various
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SECTION A	GENERA				
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Randall, Frederick		3 Oct 26	M	GS-13 D	
6. OFFICIAL POSITION TITLE	7. 0	E L	ASSIGNMENT G	S. CURRENT STATION	
Ops Officer		<u> </u>		Tokyo	· · · · · · · · · · · · · · · · · · ·
9. CHECK (X) TYPE OF APPOINTMENT  CAREER RESERVE TEMPORARY	10. 6	HECK (X) TYPE	OF ME POR'	REASSIGNMENT	
CAREER-PROVISIONAL (See Instructions - Section C)	X	ANNUAL	<del></del>	REASSIGNMENT	
SPECIAL (Specify):		SPECIAL (Spec	ctfy):		
11. DATE REPORT DUE IN O.P.	12. R	EPORTING PER		10-)	
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SECTION B PERFORMA	NCE EV	ALUATION			
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P - Proficient Performance is more than satisfactory. Des		,	oduced in a	proficient manner.	
5 - Strong Performance is characterized by exceptional		•			
O - Outstanding Performance is so exceptional in relation to others doing similar work as to warrant spec			end in com	parison to the perform	eence of
	IFIC DU				
List up to six of the most important specific duties performed a nanner in which employee performs EACH specific duty. Cons with supervisory responsibilities MUST be rated on their ability SPECIFIC DUTY NO. 1	ider ONLY	effectiveness	in performa	inco of that duty. All	scribes the
PECIFIC DUTY NO. 1					LETTER
Station PERAMPART officer			•		P
PECIFIC DUTY NO. 2		4			RATING
Supervisor of central registry person	ns)				s 、
PECIFIC DUTY NO. 3					LETTER
Supervisor Japa	un (see	Section C	)	•	S
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PECIFIC DUTY NO. 4	<del></del>	¥			RATING
Case officer for important			· · ·	•	S
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PECIFIC DUTY NO. 8				•	PATING
Officer in Charge for Station's primary		4 — —		•	s
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PECIFICIDUTY MO. 6					LETTER
Staff supervision of Station's KURIOT as	ctiviti	85	, .	•	s
OVERALL PERFORMA	NCE IN C	URRENT PO	SITION		<u> </u>
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ake into account everything about the employee which influencemence of specific duties, productivity, conduct on job, contricular limitations or talents. Based on your knowledge of lace the letter in the rating box corresponding to the statement	operativen employee'	oss., pertinent s overali perfe	personal m rmanco du	alts or habits, and ing the roting period.	
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SECTION C	HARRATIVE COMMENT	
on foreign language competence,	if required for current position. Amplify or ex	keeping in proper perspective their relationship to once. Give recommendations for training. Comment uplain retings given in Section B to provide best perial or supervisory duties must be described, if
zation experiences i organization. His u trials and tribulati	in a manner which brings credit unstinting giving of himself is ions of FERALPART in an area tro	ent assignment his varied organi- to himself as well as to the an cutstanding attribute. The additionally hostile to the whole lenging, always difficult, and
infrequently satisfy visory role of our C opposing interests a	ying; but he sticks to it with i	firm determination. His super- ches him in the cross currents of lly calms such troubled waters.
		has been excellent. Finally
his task under SD 4	1s largely a handholding one bi	ut one which requires large amounts
of tact, patience, a	and goodvill. There is no other	r Station officer performing
comparable duties wi	th whom this officer can be com	mpared.
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SECTION D	CERTIFICATION AND COMME	ENTS
1.	BY EMPLOYEE	^ .
	ERTIFY THAT I HAVE SEEN SECTIONS A, B, AND	D C OF THIS REPORT
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25 January 1963	Frederick Randall	(Signed)
2. Months employee has been	BY SUPERVISOR	MDI OVER CIVE EXPLANATION
UNDER MY SUPERVISION	17 ) 1110 FE Sm)	APPOTER, GIVE EXCENDING
OATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
11 January 1963		Robert P. Wheeler
	BY REVIEWING OFFICIAL	
COMMENTS OF REVIEWING OFFICIAL		•
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William V. Broe

11 January 1963

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		17 Sep	61_3	n n	70 5 61									_	
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his previous compet	ent performance. His operational background	und and good sense have
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List up to ain of the most important specific duties performed during the rating period. Severt rating number which best describes the manner in which employee performs EACH specific duty. Consider ONLY effectiveness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervise (Indicate munter of employees supervised).											
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ECTION E	NARRATIVE DESCRIPTION OF MANNER OF JOB FERFORM	MANCE

Stress strengths and makenesses demonstrated in current position. Indicate suggestions made to employee for improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for assuming greater responsibilities. Amplify or employee, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining future personnel actions.

During the period under review, Hr. Randall returned from the field and took up the responsibilities of chief of an active and important desk. This initial period has of necessity been one of orientation to Headquarters problems and procedures. Mr. Randall appears to be developing well and has evidenced the capacity for handling his job in a highly competent manner.

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SECTION F	CERTIFICATION AND COM	MENTS
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SECTION IV This section is provided as an aid in describing the individual. Your description taken the SPANY by untarcable in itself-but acquires its penning in relation to a particular job or assignment. The descriptive words are to be interpreted literative. On the left hand side of the page below are a series of statements that apply in more determinant posts. On the right hand side of the page are four major categories of descriptions. The die githing left hip tegory is divided into three small blocks; this is a silow you to make finer distinctions if you's o desire. Link at the statement on the left of them check the category on the right which hest tells how much the atatement applies to the person you are rating. Placing on "A" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing on "A" in the "Does Not Apply" column means the property definite opinion that the description is not at all suited to the individual. CATEGORIES" STATEMENTS APPLIES TO AN ABOVE AVERAGE APPLIES TO AN APPLIES TO A APPLIES TO A NOT OB-SERVED DOES NOT LIMITED DEGREE REASONABLE DEGREE A. ABLE TO SEE ANOTHER'S B. PRACTICAL. 1. A GOOD REPORTER OF EVENTS. 2. CAN MADE SECISIONS ON HIS DWG 2. ÉAUTIOUS IN ACTION. 4. HAS INITIATIVE. 5. UNEMOTICHAL. . ANALYTIC IN HIS THINKING. 7. CONSTANTLY STRIVING FOR NEW ENGULEUGE AND ICEAS. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS. 9. HAS SEASE OF HUMOR. 19, KNOWS WHEN TO SEEK ASSISTANCE. 11. CALM. 12. CAN SET ALONG WITH PEOPLE, 13. MEMORY FOR FACTS. 14. SETS THINGS DONE. 15. REEPS CRIENTED TOWARD LONG TERM SOALS, ic. CAN COPE WITH EVERGENCIES. 17. HAS HIGH STANDANDS OF ACCOUPL . SHMERT. 35. HAS STAMINAL CAN REEP GOING A LONG TIME. IR. HAS WIGE PARSE OF INFORMATION TO. SHOES CHIG SHALLTY. 24. ACCEPTS BESPONSIBILITIES. CZ. ALMITS MIS ERRORS. 14. #23PG403 +ELL TO SUPERVISION 24 2124 015F0511:04 49.1 24.50 945 158 9119567 518999 3189193

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SECRET

### SECRET SECURITY INFORMATION

## office of Personnll

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14. COMMENT ON THIS PERSON'S ABILITY TO NAMOLE GREATER RESPON	nsiallities now or in the future.
Subject demonstrates clearly his growing abi	lity to handle larger responsibilities.
Ris transistion from a CE Unit Chiefs' job,	to that of the Indonesia Desk FI Chier,
has been a markedly smooth one. Once a new	technique or precedural method is learned,
	red. He is definitely potential material for
a COS slot in the field.	
19. ARE THERE OTHER DUTIES WHICH BETTER SUIT THIS PERSON'S QU	JALIFICATIONS ! (Recommend appropriate reassignment, "If
No .	
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16. WHAT TRAINING OR RETATION OF TOU RECOMMEND FOR THIS PERSO	
Operations. Recommend rotation to an Indones increasing his knowledge of Headquarters tas he should put such knowledge and training in reason to believe that he will make an excel	iks and procedures. In approximately a year, to effect in the field. There is every
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## TRAINING EVALUATION Course on World Communium No.

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### OBJECTIVES OF THE COURSE

The Course on World Communism is a four week's course designed to provide adequate background and understanding of the World Communist Movement, and to increase the effectiveness of staff personnel in their ability to interpret and analyze Communist Party and Front organizational structures and the strategy and tactics of the World Communist Movement.

### CHARACTERISTICS OF THE COURSE

The material in this course is presented by lecture and in seminar discussion. Students are required to prepare written assignments, which are designed to measure the student's ability to apply the knowledge asquired in the course to his special field of activity.

### RATING OF STUDENT ACHIEVEMENT

Students are rated according to the five-point adjectival rating scale (Superior, Excellent, Satisfactory, Weak, Failure) in indicating the degree to which they have achieved the course objectives. The meaning of these adjectival ratings are as follows:

SUPERIOR: The student demonstrated outstanding ability or proficiency in meeting this course goal or objective; he indicated an unusually therough knowledge of the material presented; or, if skills are involved, he demonstrated that he is one of the most effective individuals in this area.

EXCELLENT: The student showed unusual competence, skill, or ability in meeting this objective or goal; he demonstrated a therough graup of the presented material, or, if skills are involved, he demonstrated that he can perform in an extremely effective manner in this area.

SATISFACTORE: The student met this objective in a despetent and adequate manner; he demonstrated a good understanding and group of the information presented, or, if skills are involved, he demonstrated sufficient competence to operate effectively in this area.

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WEAK: Although the student may have mot some of the stundards set for minimum nehicoment of this course goal or objective, he demonstrated serious gaps in knowledge or sufficient lack of skill to be of doubtful competence.

FAILURE: The student was unable to grasp the concepts or information presented, or demonstrated that he had not acquired the necessary information and skills to operate at even a minimum expecity in this area.

#### STITUENT'S PERFORMANCE IN THE COURSE

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(An astorisk * indicates this student's ratings.)

INSTRUCTORS! OVER-ALL COMMENT:

FOR THE DIRECTOR OF TRAINING:

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S-E-G-B-E-I

#### SECRET

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Audio-Curveillance Seminar # 2

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4. COMMENT ON THIS PERS	ON'S ABILITY TO HANDLE GREATER RI	SPONSIBILITIES NOW OR	IN THE FUTURE.	· ·
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. No change is red	commended at this time.	His easy, affable	manner in dealing	g with others
make subject well	I qualified for duties re	equiring more con	tact with others	than his
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- WHAT TRAINING OR BOTH	TION DO YOU RECOMMEND FOR THIS P	ERSON?		
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# TRAINING EVALUATION

OPERATIONS

IMPORTANT: The official to whom this report is entrusted is personally responsible for it. He may show it to other members of his staff or to the student concerned if such action is considered necessary and advisable.

This report summarizes the text results. Observations and opinions of the various instructors for the concernitive of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the end of the

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FORM NO. 51-86

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## TRAINING EVALUATION

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2 1 MAY 1979

MEMORANDUM FOR: Mr. Frederick Randall

FROM:

John N. McMahon

Deputy Director for Operations

SUBJECT:

Letter of Commendation

I have been advised that in connection with the Westinghouse FOIA litigation case you were a member of a team of employees who worked the weekend of 21-22 April to meet a court-imposed deadline. Your devotion to duty as demonstrated by giving of your time to process material for this case is most praiseworthy. I know this is not the first time that you have worked overtime to keep our good record. Thanks.

John N. McMahon

Frederick C. Randall

Dear Frederick,

Please accept my appreciation for an assignment well done as a member of the FY 1979 GS-13 Personnel Evaluation Board.

Your full-time service with the Board represents a major contribution to the Directorate's program of personnel assessment and management. Your recommendations for promotion, career development, and other matters have been very helpful.

I believe you will find on return to your regular duties that this time spent with the Board has broadened and sharpened your own focus on the personnel aspects of Agency management. I think it will make you appreciate more than ever our needs for carefully and candidly written appraisals of employees.

Sinceroly,

John N. McMahon Deputy Director for Operations

#### ADMINACTRATIVE - INTERNAL USE ONLY

16 MAR 1079

MEMORANDUM FOR: Chiefs of DO Staffs and Divisions

FROM:

William F. Donnelly

Chief, Information Services Staff

SUBJECT:

Commendation

1. On 9 March 1978, the CIA Information Review Committee took note of the excellent work done by the Directorate of Operations in processing requests under the Freedom of Information and Privacy Acts. The Deputy Director for Operations was present, as were other Deputy Directors.

- 2. I would like to add my endorsement to that of the CIA/IRC and to commend all those who were/are involved in the processing of FOIA and PA requests. Although complex and time consuming, these tasks are obligatory by federal laws. In meeting the intent of the law, a difficult balance must be achieved. On the one hand, the rights of our citizens must be respected. On the other, the obligation of the Agency to protect its sources and methods must be honored. In meeting these rights and obligations, the Directorate of Operations has handled some 16,000 requests to date. In all instances where a requester has gone to the federal courts, the DO has never lost a case based upon our exemptions for sources and methods or classification.
- 3. This outstanding result stems directly from the very high quality of professionalism, dedication, excellent judgements by those involved, and close cooperation within the DO. These characteristics have contributed substantially to establishing legal and administrative foundations of considerable value to the U.S. Intelligence Community. As such, I request that this commendation be placed in the official files of the individuals involved for a job well done;

William F. Donnelly of

FILE . Frederick C. Randall

ADMINISTRATIVE . INTERNAL USE ONLY

# Department of Defense Computer Institute



The Department of Defense Computer Institute
has conferred upon

MR. FREDERICK C. RANDALL

this certificate denoting satisfactory completion of the Computer Orientation for Intermediate Executives Course granted at the City of Washington, District of Columbia.

G. CHAREST, CAPTAIN, U. S. NAVY

22 APRIL 1977

DATE

# POLICY AND COORDINATION STAFF OFFICE OF THE DEPUTY DIRECTOR FOR OPERATIONS

#### TRAINING REPORT

#### EXECUTIVE WRITING SEMINAR NO. (1-6)

PARTICIPANT - RANDALL, Frederick

GRADE - 15

OFFICE - ISS

CAREER DESIGNATION - D

NUMBER OF PARTICIPANTS - 20

The Executive Writing Seminar is a part-time course consisting of one hour of class daily for two weeks, plus one half-hour private counseling session. It is designed for middle and upper level executives of the Directorate.

The objective of the Seminar is to improve the quality of written presentations to senior echelons of the Agency and the U.S. Government. It is an intensive writing-training course concentrating on clarity, brevity, and accuracy of expression.

This is a certificate of attendance only, and no attempt is made to evaluate student achievement.

FOR THE CHIEF, POLICY AND COORDINATION STAFF =

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CONFIDENTIAL

#### ADMINISTRATIVE - INTERNAL USE ONL

#### TRAINING REPORT

#### HANAGERENT SCHINAR

Participant: Randall, Frederick

Date: 31 May - 10 June 77

Employee Yumber: 012170

Office: DDO/ISS

Service Designation: D

#### Course Objectives:

At the conclusion of the Seninar, participants should:

- 1. Be more aware of themselves as manners and the organizational environment in which they function:
- 2. Be able to recognize specific ways in which personal and organizational effectiveness can be improved;
- 3: Be able to draw on a backround in management theory and apply team skills in solving a wide range of Agency problems: and
- 4. Have sufficient grash of selected Agency administrative management systems 50 that they can apply them to their present and future management positions.

The 'anagement Seminar explores pertinent management functions and processes, such as communication, decision-making, motivation, managing time and change, group involvement, and organizational behavior. The use of lecturettes, guest speakers, case studies, role playing, situational analyses, films, videotapes, and other exercises are involved.

#### Achievement Record:

This is a certificate of attendance only. No attempt was made to evaluate participant achievement in this Seminar.

FOR THE DIRECTOR OF TRAINING.

14 JUL 1977

Instructor

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17 FEB 1975

#### MEMORANDUM FOR THE RECORD

Meritorious Unit Citation -- DDO/Privacy and Information Coordinator Group

On 12 February 1976 the Acting Director of Central Intelligence approved award of the Meritorious Unit Citation in recognition of the achievements of the DDO/Privacy and Information Coordinator Group since February 1975. The following employees are cited for their contributions to the Group:

Frederick C. Randall	

Recorder

Honor and Merit Awards Soard

- Distribution: 1 Each OPF 1 Exec Sec/HMAB
  - Recorder/HMAB

17 NOV 1975

MEMORANDUM FOR: Frederick Randall

SUBJECT : Quality Step Increase

1. My congratulations on the award to you of a Quality Step Increase. This award is in recognition of suporior sustained performance and reflects great credit on you and the job you have been doing.

2. I am confident that your future performance will be of continuing high quality.

Hith personal best wishes, where & where

William E. Nelson Deputy Director for Operations

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10 November 1975

MEMORANDUM FOR: Acting Chief, EA/PENS

SUBJECT:

Change of Home Base and Punctional Category

Frederick C. Randall

- 1. The Services Staff recently forwarded to your office a personnel action requesting a change of home-base and functional category for Mr. Frederick C. Randall. This memorandum is intended to provide additional information regarding this change as requested by FA Personnel.
- 2. Mr. Randall was assigned to the Services Staff in February 1975 to serve as the Freedom of Information Officer for the DDO. This assignment followed approximately ten years of service with FR Division. Mr. Randall's performance since reporting to this Staff has been outstanding. He is currently responsible for a staff of 12 employees and with the increasing responsibilities as a result of the enactment of the Privacy Act it is anticipated that additional personnel will be required in order to handle the workload.
- 3. Mr. Randall has been responsive in the handling of POI requests and is noted for his professionalism, tact, persunsiveness, and analytic skills. He has done an excellent job of establishing realistic manpower requirements for the Privacy and Information Coordinator Staff, keeping up with a heavy workload while training new employees and making constant adjustments as further experience is gained in the administration of the POI and Privacy Acts.
- 4. It is my opinion, and also CMG's, that Mr. Randall's strengths are in a staff assignment such as his current one. Therefore, following discussions with Mr. Randall, it was agreed that his home-base and functional category should be changed from EMG to DAC.
- 5. If there are any additional questions concerning this change, I will be glad to discuss it further.

Charles A. Briggs W Chief, Services Staff

SECRET

5 August 1971

MEMORANDUM FOR: Chief, FE Personnel

SUBJECT

: Frederick Randall, GS-14 - Rotational Assignment - DO Division

- 1. The Personnel Management Committee of DO Division reviewed the assignment of Mr. Frederick Randall to DO Division in view of his request for a two year extension of his tour in DO and FE Division's request that DO Division consider changing his Home Base to DO.
- 2. The Acting Chief, DO Division has approved the committee's recommendation that (a) Mr. Randall remain in DO Division for an additional two years until July 1973, (b) Subject's Home Base not be changed to DO Division since DO does not normally Home Base personnel assigned to us on a rotational assignment, and in view of Mr. Randall's expressed desire for an overseas assignment following his two year extension in DO. Mr. Randall feels that his personal circumstances would permit him to accept an overseas assignment at that time.

Chief, DO Personnel

JEGNET

10 October 1975

MEMORANDUM FOR: Director of Personnel

THROUGH : Chairman, DDO QSI and Honor and Merit Awards Panel

SUBJECT : Request for a Quality Step Increase for Mr. Frederick

C. Randall, GS-14

1. On the basis of the information presented below, it is recommended that a Quality Step Increase be approved for Mr. Frederick C. Randall.

- 2. Mr. Randall has been employed by the Agency since September 1951. He has spent his Agency career in the Operations Directorate serving with East Asia and Foreign Resources Divisions. He has had field assignments in Jakarta and Tokyo and spent four years at FR Base, Washington.
- 3. In early 1975, Mr. Randall was assigned to the Services Staff to serve as the Freedom of Information Officer for the DDO. In spite of the ambiguity of evolving guidelines, constant pressure of short deadlines, a very large volume of work and the cultural trauma the Act and its implementation generated, Mr. Randall's performance has been outstanding. He is noted for his professionalism, tact, persuasiveness, analytic skills, and realistic, while tough-minded, protection of DIO sources and methods. In addition to his FOI responsibilities, Mr. Randall was just designated the Privacy Act Coordinator for the DDO. It is still too early to predict the actual work requirements as a result of this Act, but it is anticipated that Mr. Randall will meet these added responsibilities in the same exceptional manner as he has fulfilled his FOI duties.
- 4. Consideration has been given to the granting of an Honor and Merit Award. However, it is felt that a Quality Step Increase will provide more appropriate recognition of Mr. Randall's outstanding performance during the past seven months in a very challenging and demanding assignment.

Charles A. Briggs T Chief, Services Staff

Attachments
Bio Profile
Fitness Reports
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CONFIDENTIAL

E2 IMPDET CL BY 011078

SUBJECT: Request for a Quality Step Increase for Mr. Frederick C. Randall, GS-14

DDO QSI and Honor and Merit Awards Panel

APPROVED:

5 May 1975

MEMORANDUM FOR: Frederick C. Randalle

SUBJECT:

Letter of Instruction

REFERENCE:

dated 3 February 1975

- 1. The purpose of this Letter of Instruction is to fulfill my responsibility to provide you with a statement of your responsibilities as the Freedom of Information Officer for the Directorate of Operations, to assist you in focusing your efforts and activities, and to assist me in judging and evaluating your performance and potential.
- 2. Your primary responsibility is to fulfill the requirements of the Freedom of Information Act that pertain to the Directorate of Operations on behalf of the Deputy Director for Operations. To accomplish this, you will be the central point of contact for all FOI matters within the PDO. You will develop procedures designed to ensure that FOIA requests for information are fulfilled or legitimately denied, taking into account both the provisions of the FOIA and existing laws that require the Central Intelligence Agency to protect that information necessary to the continuation of its mission. You will suggest and promote courses of action which should be implemented to fulfill your responsibilities and carry out policies levied upon you by higher authority, including preparation of appropriate rationale and/or options for those cases requiring denial of release by me as the DDO official so authorized.
- 3. You will develop a staff of personnel to assist you in the performance to your mission, and provide effective guidance to them.
- 4. You will be directly responsible to me as the Chief, Services Staff and receive direction and support from me, serving as my Special Assistant. You are encouraged to take maximum initiatives on FOI matters with principal components of the DDO and concerned elements of CIA outside the DDO, keeping me generally informed of your activities.

CL BY 011078 E2 IMPDET

# COMPLOENTIAL

5. You will fulfill any further responsibilities or assignments that may be levied by higher authority.

Charles A. Bridgs Chief, Services Staff

I have read and understand this Letter of Instruction:

Milliach (Candi

Date

SUBJECT: FREDURICIE C. RAPAL OFFICE: DIVITAL

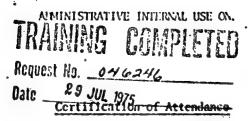
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RECOMMEND APPROVAL

(SAGDETHE OF PPE/OFFICE)

DATE: 10/31/25



In order that my training record may be completed, I certify that I attended the following course but did not receive a completion document from the facility sponsoring the training.

EPLOYEE:	Frederick C. Randall	
FACILITY:	Civil Service Commission	
COURSE TIT	LF: A Symposium on Freedom of Information	and Privacy Legislation
DATES OF T	RAINING: May 30, 1975	•
TRAINING RI	equest number: 046246	
,	J.C. Candall	11/1/15
3	Signature .	Date

NOTE: This form is to be used only when the facility attended does not issue official completion information.

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#### QUALIFICATIONS UPDATE

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Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose,
Section I must be completed in all cases. You need provide other information only if these have been changes since
you arbinited your Form 444), Qualifications Supplement to the Personal History Statement, or a previous update form.
If you are in doubt whether information has been previously submitted, enter it in the appropriate section. The signand and dated form should be returned through administrative channels to the File Room, Office of Personnel, Boom 5E-13

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After completing three years as a case officer in the Washington Base
I feel that a change of assignment would be beneficial both to myself
and WOFIRM. In past assignments I have served as a field case officer
in several field stations and as a desk chief and staff officer at
Headquarters. My personal/professional interests lie in the field of
infernational relations in the Far East (I have taught international
politics at the college level and currently am completing a Ph. D.
degree as a part-time after-hour student). I would like to be assigned
to a position in which I could utilize my past operational experience
as well as my substantive interests. My first choice would be a tour
with WOHORN, or if a position there is unavailable at this time, a
similar position within WOMACE.
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COMPLETE ALL ALTERNATE CHOICES AND OPTIONS IN ALL CASES EVEN THOUGH YOU ARE REQUESTING AN EXTENSION OF YOUR TOUR.
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RETURN TO MY CURRENT STATION
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15. IN CONSIDERATION OF THE EXPERIENCE AND PERFORMANCE OF THE EMPLOYIE AND HIS PREFERENCE FOR NEXT ASSIGNMENT,
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Subject is highly qualified for a senior staff job requiring
analytical ability in the geographical area of the Far East. As
noted above, Subject has expressed a desire to be assigned to a
position of this type in WOHORN. In view of Subject's professional
interest in the field of International Relations in the Far East, it
is recommended he be assigned to WOHORN, or if a position there is not open at this time, a similar position within WOMACE.
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### FOLLOW THESE GENERAL INSTRUCTIONS:

- · Read the back of the "Duplicate" carefully before you fill in the form.
- · Fill in BOTH COPIES of the form. Type or use ink.
- . Do not detach any part.

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#### TRAINING REPORT

Clandestine Services Review Course No. 49 (29 15	arch - 7 April 1966)
(64 hours, full-time)	

Student:

RANDALL. Frederick C.

Offices

DDP/DG

Year of Birth:

1926

Service Designations

Grade:

GS-13

No. of Students:

22

EOD Date:

Sept 1951

### COURSE OBJECTIVES - CONTENT AND METHODS

This course aims to develop in the Clandestine Services officers and others recently returned from the field an up-to-date awareness of the role of CIA in the United States intelligence community, the relations of the DDI and DDSST areas with the CS, the support available from the offices of the DDS, and the current organization and functions of the Clandestine Services.

The course is presented by lectures given by CIA officials who are directly responsible for the missions, functions, programs, and services discussed. Each lecture is usually followed by a short question period. Approximately 10 per cent of the students time is scheduled for reading pertinent up-to-date regulations and background summeries.

### ACHIEVENENT RECORD

This is a certificate of attendance only; no attempt was made to evaluate student achievement in the course.

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I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 7 October 1963, and the information brochure for PCS returnees, dated May 1964.

Juden / Landall

2 August 196T

FIEDS JOK C. HANDALL

CONFIDENTIAL (When Filled In)

SECRET

15-4007 CD, P. 5.3494

Il June 1965, Letter of Commendation

1 3 JUL 1965

Washington, D. C. 20330

TO: Central Intelligence Agency
Headquarters Building
2430 E Street
Washington, D. C.

- 1. The attached correspondence regarding Mr. Frederick Randall is noted and forwarded with great pleasure.
- 2. The exemplary cooperation and professional support provided by

  Mr. Randall have contributed to the overall success of the

  and the national collection program.
- 3. This indorsement is UNCLASSIFIED when standing alone.

MCKE, THOMAS
MAJOR General, USAF
Assistant Chief of Staff, Intelligence

1 st Ind.

TO: Chief, FE Division

33 .... 1965

The Director has noted these letters of commendation and has asked that his own appreciation for a fine performance be expressed to Mr. Randall.

L. K. White

Executive Director - Comptroller

11 JUN 1965

REPLY TO ATTN OF:

(U) Letter of Commendation

TO

Central Intelligence Agency (Director of) IN TURN

1. (S) I wish to commend and make a matter of record the outstanding support rendered to this organization by Mr. Frederick Randall,

from the period of July 1963 to date. Mr. Randall served as the focal point for coordination of various collection operations in consonance with national and service directives. He was at all times most tactful and helpful, and all who came in contact with him left with the feeling that they had met a true professional.

- (S) Mr. Randall contributed greatly to the overall morale and esprit de corps of those persons charged with the responsibility of planning for and initiating new operations to gather data of priority national interest. He handled potentially embarrassing situations with humor, dignity and aplomb. He gave freely of himself and spent many hours in assisting us in coordinating various operations, discussing the strengths and weaknesses of proposed approaches to collecting information, and in serving as a most effective go-between this headquarters and various station chiefs in other areas when operations under way were multi-national in area. We liked, trusted, and respected him.
- (S) Mr. Randall's outstanding effectiveness as a cóordinator of intalligence collections was exemplary in nature and reflected great credit upon him and his parent organization.

WALTER C. VITUNAC

Colonel, USAF

COPI OF 6 COPIES

Commander

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SECRET

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Commendation	11 June 1965, Letter of
	1 JUL 1965
Central Intelligence IN TURN	Agency (Director of)
Randall. The knowledge a	ward this letter commending Mr. Frederick and guidance he has imparted to the v contributed to the overall efficiency

and productivity of our intelligence collection operations.

2. This indorsement in itself does not contain classified information.

DONALD C. SHULTIS Colonel, USAF

Director of Intelligence

# CONFIDERITIAL

12 JUL 1935

Mr. Frederick C. Randall Quality Step Increase

- 1. I was pleased to learn that you have been grented a quality Step Increase. Such a recognition is proof of the high estess in which you are bold by your supervisors in the Claudestine Services.
- 2. Please accept my personal bout wishes. I am confident that your future performers will be of a continuing high quality.

Decimal Piterland Deputy Director for Please

Matribution:

Orig. - Addressee 1 - C/FE 2 - FEP

1 - Subj. File 1 - CSFO/A 1 - OFF

c/csps/assneay/jir/12 Jul '65

CONFISERAM

## CONFIDENTIAL

9 JUL 1955

MEMORANDUM FOR:

Head, Clandestins Services Career Service

SUBJECT

Notification of Approval of Quality Step Increase - Frederick Randall

- 1. I am pleased to send to you the attached efficial notification of the approval of the Quality Step Increase which you recommended for this employee.
- 2. The salary increase accomplished by the award of a Quality Step Increase is important and tangible evidence of the esteem in which the employee so recognised is held. However, I believe the commendatory and incentive benefits of this award will be partially lost unless it is presented in an appropriate ceremony which will afford the individual recognition among co-workers and supervisory chicials. Also, I believe such recognition serves to inspire other employees to aspire to earning such recognition.
- 3. May I ask, therefore, that you arrange to have this Quality Step Increase presented at an appropriate caremony.

7s/ Palert S. Rattica Emmet D. Echols

Director of Personnel

Distribution:

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# CONFIDENTIAL

1 6 JUN 1965

MEMORANIUM FOR: Deputy Director for Plans

ATTENTION: DDP/OP

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SUBJECT: Request for Quality Step Increase - Frederick C. Randall

1. On the basis of the information presented below, it is recommended that a quality step increase be approved for Frederick C. Randall.

2. Mr. Randall has been affiliated with this Agency since September 1951, and has been assigned to the Operational Support Staff at Tokyo since 1061. Mr. Randall's duties are: ntelligence community; commanding officer of a principal Agency supervisor of the Central Registry; supervisor of the local TSD establishment; and Agency participation in a multi-agency CI Repository and an Agency-ru Randall's primary duty at the Tokyo Station is Station PBRAMPART responsibilities. These responsibilities are broad and highly important to all RAMPART relations throughout the Far East. Through Mr. Randall's intensive effort to strengthern and increase the Agency's role in the coordination of clandestine-collection activities, he has been able to set a positive pattern of effective procedures for coordination of the clandestine collection operations. These procedures are now being emulated wherever possible throughout the Far East. Mr. Randall's tenacity and. putlence, based on solid operational field and Readquarters experience, have worked to a distinct advantage for the Agency in the RAMPART field. The Chief of Station, Tokyo has stated that the vast improvement in the local coordination business has been in large part due to Mr. Randall's exceptional ability to do a good job. Further, as a supervisor and a manager, he has quite successfully handled from subordinates in the diversified functions listed above.

3. During Mr. Randall's total service at the Tokyo Station, he has demonstrated his ability and capability to carry cut a variety of tasks in an exemplary manner. Mr. Randall has been in grade as a GS-13 since September 1958. He has been recommended three times for promotion to GS-14 since 1963. Due to the limited number of promotions made in this grade category, he was not selected. The Chief of Station and Chief, Far Rast Division request that Mr. Randall be granted a quality step increase for a long tenure of strong performance and as recognition of an cutstanding job well done in his present assignment.

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4. As stated above, Mr. Randall has continued to perform in an exceptionally strong manner and is expected to continue for the remainder of his present and future assignments. We have considered the presentation of an Honor or Merit Award; but the Division feels that a quality step increase appears to be more appropriate in this particular case due to his extended period of time in grade without promotion. Mr. Randall is scheduled for reassignment in June 1965 and we feel the granting of a quality step increase at this time will indicate our appreciation and recognition of his excellent performance.

William E. Colby Chief, Far East Division

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work as we desired. However, in his discus	guidance and in this regard his operational				
judgment has been excellent and respected by					
Continued on attached sheet.	.,				
14. SIGNATURE: COMPLETE ITEM NO. 3-2, TRANSMITTAL SHEET	TO INDICATE COMPLETION OF THE PARTICULAR THE SOUN				
	E OFFICER OR PERSONNEL OFFICER AT HEADQUARTERS				
15. IN CONSIDERATION OF THE PAST EXPERIENCE AND PERFORMA Assignment, and the staffing requirements of the con Recommendations for his next assignment and training	PONENT TO WHICH HE IS CURRENTLY ASSIGNED, INDICATE YOUR				
FE Division Requests that Mr.	Randall be assigned to				
Operations in Headquarters upo	n his return from Tokyo, Japan.				
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# CONFICENTIAL

### FIELD REASSIGNMENT QUESTIONNAIRE

Section 13. Continuation. Frederick Randall

has a calling for special schooling facilities. It has reached a point that during the next two years they should be in the Washington area where these special facilities are available. I fully endorse his request in Section 9, above, and recommend he be placed in charge of an area desk.

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# TRAVEL AGREEMENT BY STAFF EMPLOYEES ASSIGNED TO PERMANENT DUTY STATION OUTSIDE CONTINENTAL UNITED STATES

- 2. It is understood and agreed that if I terminate for reasons within my control in less than 12 months from the date of arrival at said post, I shall reimburse CIA for all travel expenses, including storage and per diem, incurred in the transporting of myself, my dependents, my household and personal effects and my automobile to my permanent post of duty, and shall pay all return travel and transportation expenses to the United States.
- 3. It is further understood and agreed that if I terminate for reasons within my control subsequent to the twelfth month but prior to the completion of my tour of duty, I shall pay all return expenses for the travel and transportation of myself, my dependents, my household and personal effects and my automobile to the United States.

WITHESS:	Juderal (Kandall
.9.1.1.111.6.52.2	(Employee) Frederick C. Randall
	Date: 23 Aug. 1961

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# CENTRAL INTELLIGENCE AGENCY WASHINGTON 25. D. C.

### OFFICE OF THE DIRECTOR

3 APR 1956

MEMORANDUM FOR: Frederick Randall

SUBJECT:

Notification of Membership in the Career Staff

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 10 September 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE

Harrison G. Reynolds
Chairman, CIA Selection Board

Noted:

Frederich Carball

Date: (cenc 26, 19

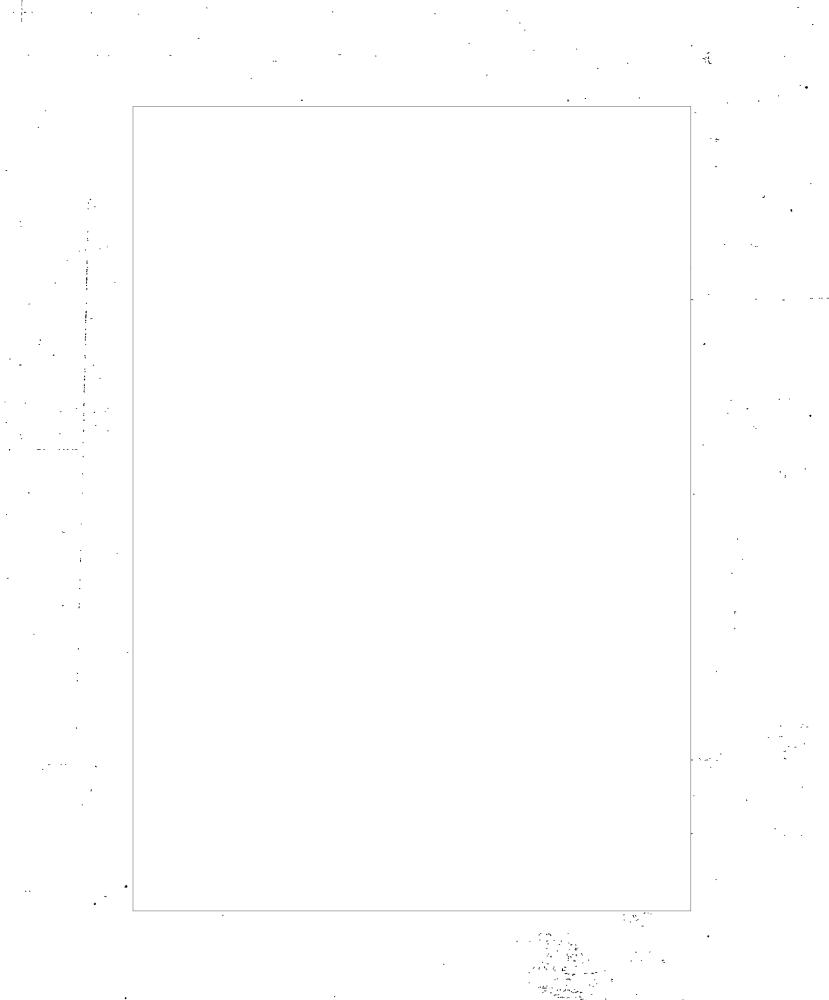
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Selection Staff Office of Personnel

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FREDERICK

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Name: Last.

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TO:

FOR A. Personnel QUALIFICATIONS

FROM:

Personnel Director

DATE 1 DEC 1952

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It 4 is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those. factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

nel Director

SECRET Security Information

PORM NO. 37-182

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### PERSONNEL QUALIFICATION QUESTIONNAIRE

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SEC. II. WORK EXPERIENCE

CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc. and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to

adequately describe your duties. Description of Dulies: Counter Englosege Officer From 10/9/510 pms. Tot. mos. M for Branch of FR Division dealing with Indonest Grade CS27 Salary At present Head of the CE Section which is charged with the responsibility for OR coverage of Indonesia Title: Intelligence Officer (3) Duty 5. 28 Div Duty Station, is overseas: Title: Chief CE Sec. Description of Duties: Tot. mos. Grade Position Title: Duty Title: Duty Station if overseas: KOH e Fualitum Titte Barry Estin Whice Perattrops fitte: Jan V Title.

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II. WORK EXPERIENCE (CONTID.)

Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position (irst.) * A

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involving vocabularies and terminologications, and military fields. List the l	y Ir	1 23	Ъď	54	i	nti	ific	: ,	en	giı	\$0°01	rinj	7.	tel	60	on	13181	uni-

SECRET Security Information

#### SEC. IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region	Dates of Residence, Study	Manner in Which Knowledge Was Aquired (check (X) one)						
	Etc.	Residence	Travel	Study.				
Philippine Is.	1946		e e en entre					
Indeposts	1951-1952							
~	1951-1952		· · ·					
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2. Specialized Knowledge of Area
List specialized knowledge of foreign country such as knowledge of terrain,
coasts and harbors, utilities, railroads, industries, political parties, etc.,
gained as a result of study or work assignment. Include name of employer
or organization.

Country	Type of Knowledge	How and When Gained_
Indeposia	Political History	1951-1962 research & shudy on Indonesia de

SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

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Shorthand		٤.				1,	Yes	2.	No
Shorthand	System: I.	Manual 2.	Machine	3.	Speedw	riting.	-		

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certi-	2. Hobbies: List any hobbies such
lication such as teachers, pilot, marine,	as sailing, skiing, writing, or
etc.	other special qualifications.
	Music (collection of recordings
	and study of subject)

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

	List any professional or academic associations or honorary societies in which you hold membership.
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	(non-fiction:	professiona	l or scien	tific art	icles,
general interest subjects, cur	rent events,	etc; fiction:	novels,	short sto	ries, otc.
of any published materials of	which you wer	e author or	co-autho	r.	
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SEC. IX. INVENTIONS				r ili. A.	
Describe any devices you have	invented as t	o type of wo	rk for wh	ich inter	nded 🐃 🕟
and whether patented.	<i>.</i>	•	•		<u> </u>
Device .			- Part - T	atented	
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EC. XI, PHYSICAL HANDICAP	PS	•			
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ec. XII. Overseas assignme	ÉNT				
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FOEM NO. 37-79 MAY 1980 37-79 STANDARD FORM 61 (REVISED AUGUST 1989)
PROMULGATED BY CIVIL SERVICE COMMISSION
FEDERAL REPORTED MARILIA

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Now that your qualifications are a matter of computer record, they must be periodically updated. This is done automatically for much information; however, some must be obtained directly from you. This form is for that purpose. Section I must be completed in all cases. You need provide other information only if there have been changes since you submitted your form 444!, "Qualifications Supplement to the Personal Bustony Stakement!" or a previous update form. If you are in doubt whether information has been previously submitted enter; it in the appropriate section. The signed and dated form though a trunk through a ministrative channels to the File Room, Office of Personnel, Room \$5-13 through and office of the file Room, Office of Personnel, Room \$5-13

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Additionally, a qualifications update may take place at any time there is information to be added or changed simply by completing and returning an update form on bour initiative.

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A-LANGUAGE- (31-33)	4. TODAY'S DATE	(34-30)		
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C.	PART 11-LANGU	AGE ELENCATS		
SECTION A.	Reading	(40)		
I CAN READ TERTS OF ANY DI	PRICULTY, OF A SENERAL WATER	IE OR IN CIELDS I AL	Familian with, U	ING THE DICTIONARY
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5 I HAVE NO READING ADILITY I	N THE LANGUAGE.	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		• •
SECTION 8.	Writing	(41)	en f	* .
1 CAN WRITE PERSONAL LETTE 1. WRITE FACTUAL NARRATIVE AND HATIVE STYLE, USING THE DIC 1. CAN WRITE PERSONAL LETTER 2. RARLLY. I CAN WRITE FACTUA ERROPS, BUT IN A STYLE WHIC	DERPOSITORY MATERIAL WITH STONARY DNLY BARELY.  S AND SIMILAR SIMPLE MATERIAL NARRATIVE AND EXPOSITORY	REASONABLE CLARITY,  AL WITH COMPLETE SU MATERIAL BITM REASO	BITH VERY FEW GRAM  CCLSS, USING THE G NABLE CLARITY; WIT	MATICAL ERRORS, IN
3 BUT WITH OCCASIONAL LETTER OCCASIONALLY.	S AND SIMILAR SIMPLE MATER: RAMMATICAL ERRORS AND IN 08	AL, WITH REASONABLE VIOUSLY FOREIGN, AU	SUCCESS IN CONVEY!	ING MY MEANING, THE DICTIONARY
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5- I CANNOT WRITE IN THE LANGU	AGE:			
ECTION C.	Pronunciati	on (42)		
F. MY PROMUNCIATION IS NATIVE.				
2. WHILE NATIVES CAN DETECT AN	•	,	y	i ii e.
3. MY PRONUNCIATION IS OBVIOUS	LY FOREIGN. BUT UNLY GARELY	CAUSES DIFFICULTY F	CR NATIVES TO UND	RSTAND.
4. MY PROMUNCIATION IS OCCASION	ALLY DIFFICULT FOR MATINES	TO UNDERSTAND.		
5. I HAVE NO SKILL IN PRONUNCES	ATION.	-		
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	CONTINUATION OF PART 11-LANGUAGE ELEMENTS ICE OF PERANTHELE	
SECTION D.	Speaking (43)	
E SPEAK FLUINTLY AND A IN ALL FIELDS BITH BUT	Spenking (43)  CCUPATELY IN ALL PRACTICAL AND BOCIAL BITUATION TO COMPANY PRICELY AND CH I AM FAMILIAN.	IDIGMATICALLY
2. BITH BHICH I AM FAMILE	CCUBATELY IN NEABLY ALL PRACTICAL AND SOCIAL SITURGIANS: I CAN CONVERSE AN AND I EMPLOY SOME POPULAR SATINGS, LITERARY GUOTALIANS AND COMMON P.	
	A STUATIONS OF DAILY LIFE AND THAYEL AND CAN CONDUCT BOUTINE DUSINESS IN	
4. I MANAGE TO SET ALGRE	IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	
5. I HAVE NO ABILITY TO U	SE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
ection E.	Understanding (44)	
I. LUNDERSTAND NOW TECHN NEARLY EVERYTHING I ME	I CAL CONVERSATION ON ALL SUBJECTS. BOTH FACE TO FACE AND ON THE TREETING.	ul. I undenständ
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I HERR ON THE PADIO AN	EST CONVERSATION, BOTH FACE-TO TACE AND ON THE TELEPHONES & UNDERSTAND S S AT THE MOVIES, PLAYS, AND LECTURES.	IOME OF SHAT
	STAND THE SPOKEN LANGUAGE.	
BEFORE CONTINUING	- CHECK PART II TO ENSURE THAT YOU HAVE CIRCUED ONE NUMBER PER SECTION	•
<u> </u>	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45)	
I. It have mad expensence a	S A TRANSLATOR.	
2. I HAVE HAD EXZERIENCE A	S AN INTERPRETER.	
3 BOTH OF THE ABOVE STATE	ÚÉNTS' APPLY.	
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	PART IV-CERTIFICATION	
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## PERSONAL HISTORY STATEMENT

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## SEC. 12 POSITION DATA

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	R WEAT IS THE LOWEST ANNUAL ENTRANCE SALARY YOU WILL ACCEPT: 8. 5829.  (You Will Not Be Considered For Any Position With A Lower Entrance Salary.)
	C IF YOU ARE WILLING TO TRAVEL SPECIFY: OCCASIONALLY X46:
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,	D. CHECK IF YOU WILL ACCEPT APPOINTMENT, IF OFFERED: IN WASHINGTON, D. C
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·	Chemistry, Political Science, Economics
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	Organization, Latin American Politics, Informational Law

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14. ACTIVE U. S. OR FORÈIGN	MILITARY SERVICE		
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